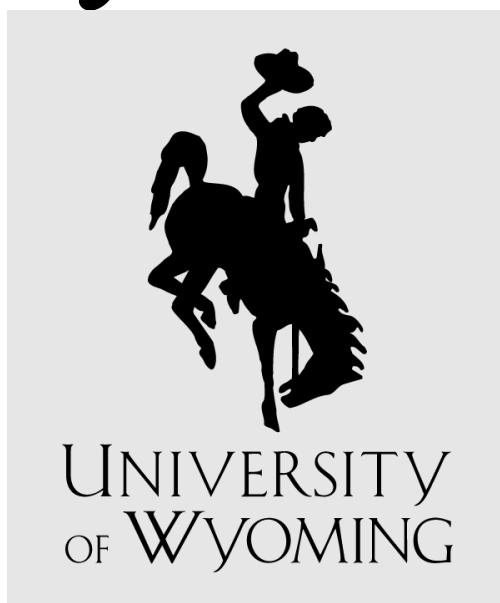


University of Wyoming



**Drug Free Schools and Communities Act
[EDGAR Part 86] Biennial Review:
Academic Years 2022-2023 & 2023-2024**

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December 2024

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University of Wyoming


2024 Biennial Review

Executive Summary

The following document contains a review of the University of Wyoming (UW) campus in regard to the Drug Free Schools and Communities Act [EDGAR Part 86] for the 2022-2023 and 2023-2024 academic years. There is a satellite campus located in Casper, WY, which shares a campus with Casper College. The data/information that follows pertains to UW's main campus in Laramie, WY. Data was collected and assessed through various UW departments using data reports such as the National College Health Assessment, Vector Solutions, Maxient, report logs, and user reports. The authors utilized previous drafts of the document from prior academic years, keeping relevant information, adding new and updated information, and removing obsolete or outdated information. The Biennial Review report is housed with the Healthy Options for the Prevention and Education of Substances (HOPES) Program and the Alcohol Wellness Alternatives, Research, & Education (AWARE) Program. It is also shared with the President of the University, the Vice President of Student Affairs, the Dean of Students, Financial Aid, and UW General Counsel.

This document has been compiled and submitted by Aleah Biertzer, the HOPES Program Coordinator, and Jason Svare, the AWARE Program Coordinator.

This document has been approved and signed by Dr. Ed Seidel, President of the University of Wyoming.

DocuSigned by:

D68F906FFBD348E

President, University of Wyoming

Edward Seidel

12/16/2024

Date approved

Introduction to Campus

The main campus of UW is located in Laramie, WY. The population of Laramie, WY is 32,152 (2023, United States Census Bureau) and has an average elevation of 7,220 feet. As of Fall 2024, total enrollment was 10,813 students (8,130 undergraduate, 2,683 graduate). Wyoming residents make up 72.4% of the student population (7,830 total students), while the remaining 27.6% (2,983) are non-residents. There are 5,891 female students and 4,815 male students (107 gender not reported).

The table below offers a breakdown of student ethnicity (Fall 2024), obtained from

https://www.uwyo.edu/oia/_files/enrollment/fall-2024-beg-of-semester.pdf

International	586	5.42%	Asian	141	1.3%
Hispanics of any race	1,051	9.72%	Native Hawaiian or Other Pacific Islander	8	0.07%
American Indian or Alaska Native	61	0.56%	Two or More Races	412	3.81%
Black or African American	108	0.99%	White	7,871	72.79%
			Race and ethnicity unknown	575	5.32%

Program Inventory and Assessment

The Drug Free Schools and Communities Act [EDGAR Part 86] regulations act as minimum standards of practice for UW. Though UW subscribes to these minimum standards, there has also been a great deal of additional programming put into place to enhance the alcohol and other drug (AOD) misuse education, prevention/intervention, enforcement, and assessment activities.

Programs and Services

Based on recommendations from the National Institute on Alcohol Abuse and Alcoholism (NIAAA) Task Force on College Drinking (NIAAA, 2002), the AWARE and HOPES Programs reflect current, theory-based best practices. Consequently, the AWARE and HOPES Programs direct services to three populations: 1) the individual student; 2) the student population as a whole; and 3) the surrounding community.

AWARE and HOPES structure services and activities around the NIAAA 4-Tier System, a leveled system that describes the probable effectiveness of prevention and intervention strategies within the 3-in-1 Framework. Both programs integrate a host of strategies from the four tiers to provide an integrated and comprehensive effort in reducing underage and excessive alcohol consumption. Specifically, Tier 1 strategies have been found to be effective strategies for addressing alcohol consumption issues in college populations (D'Amico & Fromme, 2000; Larimer & Cronce, 2002; Marlatt et al., 1998). These strategies include approaches and intervention such as Motivational Interviewing, Alcohol Skills Training Program, and Cognitive-Behavioral Skills Training. Tier 2 strategies are strategies that have been observed to be efficacious in the general population, and, although not specifically evaluated with university students, are likely to be effective with university students (Hingson et al., 1996b; Holder et al., 2000; Saltz & Stangetta, 1997). Tier 2 strategies comprise of activities such as enforcement of minimum drinking age laws, restrictions of alcohol retail density, and increases of price and taxes on alcohol products. Tier 3 strategies are activities that have strong logical and theoretical support but have yet to be comprehensively evaluated (Berkowitz, 1997; DeJong & Langford, 2002; Clapp & McDonnell, 2000). These strategies include activities such as regulation of happy hours, provision of "safe ride" programs, social norming campaigns, and informing new students about alcohol policies and penalties. Tier 4 strategies have not been found to be effective when applied alone (Larimer & Cronce, 2002). However, Tier 4 strategies used in conjunction with a multi-modal approach may bolster other strategies and provide additional effectiveness. Tier 4 strategies include informational and knowledge-based activities, such as provision of materials detailing the health risks of alcohol consumption.

Since its inception, AWARE has grown from an intervention and one-to-one counseling-based program to a nationally recognized comprehensive prevention/intervention program operating at the individual,

campus, community, and state levels with additional ties to national programs and practices. Overall, AWARE continues to grow and adjust to advances in research and best practices and will continue to develop on the UW campus. An example of this continued development is the creation/ development of the HOPES Program. Since the establishment of the HOPES Program, the role of the AWARE Program has shifted to focus primarily on individual education and intervention, and upstream prevention efforts on the UW campus community have transitioned to the HOPES Program. While the two programs serve separate and distinct functions, the HOPES Program Coordinator and the AWARE Program Coordinator work in tandem to ensure consistent messaging and prevention efforts across the UW campus. An overview of the AWARE and HOPES Programs are outlined below.

AWARE Program

AWARE Program Mission

The University Counseling Center and AWARE Program deliver health promotion and mental health services to UW students that nurture healthy choices, emotional growth, adaptive coping skills, and expanded understanding of self and relationships with others.

Specifically, the AWARE program strives to utilize best practices in providing drug and alcohol education and early intervention programming for students at the University of Wyoming. The AWARE program promotes a standard of wellness in regard to healthier choices surrounding substance use by college students.

The University Counseling Center provides comprehensive, time-effective mental health services to university students. Integral to the academic mission, UCC helps cultivate an environment that supports the development and success of the whole student by providing responsive, collaborative campus services.

The AWARE Program seeks to promote personal wellness by helping students make informed decisions and healthy choices about the use of alcohol and other substances. The AWARE Program primarily works on the individual level as it targets students who have received an alcohol- or cannabis-related sanction/citation or warning on UW's campus or within the city of Laramie. These sanctions are typically for underage possession or consumption of alcohol, driving while under the influence of alcohol, open container, or possession of cannabis. Student referrals to the AWARE Intervention Program come from various sources including the Laramie Municipal Court, Albany County Circuit Court, the Dean of Students Office, UW's Athletic Department, and Residence Life. Students who are referred to the AWARE Program participate in the program to fulfill academic or court-mandated sanctions. A flowchart of the process of going through AWARE can be found in Appendix Ca and Cb.

As part of the University Counseling Center (UCC), the AWARE Program delivers health promotion and mental health services to UW students that nurture healthy choices, emotional growth, adaptive coping skills, and expanded understanding of self and relationships with others. Link to the AWARE Program webpage: <https://www.uwyo.edu/ucc/aware/index.html>

HOPES Program

Similar to the AWARE program, the mission of the HOPES Program is "to utilize best practices in providing alcohol and other drug education and prevention programming for the University of Wyoming campus and community. The HOPES program promotes a standard of wellness in regard to healthy, informed choices surrounding alcohol use and the prevention of illicit drug use by college students." The HOPES Program promotes wellness through the coordination of substance misuse primary prevention efforts, program development, and policy issues, and primarily works on the campus and community levels.

As a part of the University Wellness Center, the HOPES program utilizes a holistic approach to substance use prevention. While there are services HOPES offers that directly discuss the health risks and other challenges of using/misusing AOD, the HOPES program also utilizes the eight dimensions of wellness to mitigate substance misuse: physical, emotional, intellectual, spiritual, occupational, financial, environmental, and social. By tending to students' holistic well-being, the HOPES program in conjunction with the Wellness Center provides students with skills to care for themselves, including healthy coping strategies. By equipping students in this way and coaching them on how to tend to their eight dimensions of wellness, they experience an improved overall well-being which reduces stress and, in turn, can reduce substance misuse, especially in the cases of students using substances as a coping method. Link to the HOPES Program webpage: <https://www.uwyo.edu/rec/wellness-center/hopes/index.html>

In tandem, the AWARE Program and the HOPES Program promote the message of personal wellness via guidance, education, research, and collaboration focused on healthy choices about the use of alcohol and other drugs. Unlike some substance misuse prevention programs that utilize fear-based approaches and promote a "just-say-no" message, the AWARE and HOPES Programs take a more positive approach and focus on harm reduction. We recognize that college students are young adults who have the intellectual capacity to make responsible, informed decisions about their substance use. Therefore, it is the role of the AWARE and HOPES Programs to provide students with accurate information regarding substance use and the skills necessary to reduce or eliminate harm.

Below is an inventory and assessment of all campus programs and initiatives, including services offered by the AWARE and HOPES Programs, for which data was available at the time this document was created.

Inventory of Campus Programs

Program	7220 Entertainment
Description	7220 Entertainment offers over 25+ alcohol-free programs and activities during the academic year that include monthly Union After Dark, biweekly Cowboy Cinemas, and other special programming in collaboration with campus entities.
Location	Center for Student Involvement & Leadership
Timing	Weekly
Target	All students
Classification	Universal prevention
College AIM	ENV-4 Prohibit alcohol use/service at campus social events
Category	Normative environment
Link	https://www.uwyo.edu/csil/7220-entertainment/index.html

7220 Entertainment strives to have a variety of activities to meet students' engagement levels. 7220 Entertainment has done some informal information gathering from attendees. Students have provided feedback around entertainment options during Union After Dark, specifically around artists/comedians. 7220 Entertainment hosts biweekly on-campus Friday movie nights. Movies see an average of 30 attendees. 7220 Entertainment has been hosting more pop-up craft nights which see an average of 50 attendees. These craft nights allow students to come and make a DIY activity they can then take home with them. 7220 Entertainment has received positive feedback about these events from attendees.

Union After Dark is a monthly late-night alcohol alternative program. Each month Union After Dark sees an average of 600 attendees. Union After Dark consists of many elements including: entertainment (comedian, movie, novelty, etc.), food, mocktails, and crafts. Union After Dark is hosted on Fridays 8pm-11pm which is targeted prime social hours. This creates an alcohol-free space for students to enjoy their time, connect to each other and campus without the pressure of alcohol.

7220 Entertainment does not host events with alcohol. While some events may be in the presence of alcohol, trivia hosted in Pokes Pub for example, 7220 Entertainment does not promote or encourage alcohol sales during those events.

Program	Alcohol Education Seminar (AES)	
Description	Team taught by AWARE Program staff, AES is a three-hour group seminar modeled after the best practice, Alcohol Skills Training Program (ASTP; Fromme, et al., 1994). AES combines alcohol skills training, social norms clarification, harm reduction strategies, and motivational enhancement strategies to reduce high-risk drinking and secondary harms. The AES protocol utilized by the AWARE Program can be found in Appendix D.	
Location	AWARE Program	
Timing	Monthly	
Target	Sanctioned students	
Classification	Indicated prevention	
College AIM	IND-8 Skills training, alcohol focus: Expectancy challenge intervention (ECI)	
Category	Education	
Data	2022-2023	17 students
	2023-2024	2 students

Program	Alcohol-Free Tailgate
Description	<p>UW's inaugural Alcohol-Free Tailgate was on September 9, 2023 (renamed to Pokes Pregame in 2024). The goals of this event are:</p> <ul style="list-style-type: none"> - To provide a game day alcohol-free event for students - Normalize social events without substances - Change the connotation of what "pregame" means - Create game day excitement for students <p>500 giveaway packs were handed out to attendees. The packs included a clear, stadium approved fanny pack with the Alcohol-Free Tailgate logo, sunglasses with the Alcohol-Free Tailgate logo, and sunscreen.</p>
Location	Campus Recreation and Wellness Center, Athletics
Timing	Annually
Target	All students and UW community
Classification	Health promotion
College AIM	ENV-4 Prohibit alcohol use/service at campus social events ENV-2 Require alcohol-free programming
Category	Environment

Program	AlcoholEdu for Sanctions (Regular and delayed)	
Description	<p>AlcoholEdu for Sanctions® is a self-administered online tutorial designed to impart information about alcohol in a manner attractive to and appropriate for technology-savvy college students. Program content includes alcohol skills training, motivational enhancement strategies, harm reduction strategies, negative consequences, and social norms clarification. The program presents information in several formats, including brief audio and video clips, student scenarios, diagrams, statistical presentations, journaling, and short quizzes.</p>	
Location	AWARE Program	
Timing	Assigned individually, 10-day deadline (+5 day extension as-needed)	
Target	Sanctioned students	
Classification	Indicated prevention	
College AIM	IND-17 Multi-component education-focused program (MCEFP)	
Category	Education	
Data	2022-2023	67 students
	2023-2024	84 students

On the following page are highlights from the 2022-2023, and 2023-2024 academic year implementations of AlcoholEdu for Sanctions.

Below are highlights from the 2022-2023 academic year implementation of AlcoholEdu for Sanctions.

*The following data is collected from students who completed AlcoholEdu for Sanctions post-course survey (n=57).

- 98% of students agree (responded with 'Somewhat', 'Very much', or 'Completely') that AlcoholEdu for Sanctions prepared them to establish a plan ahead of time to make responsible decisions about drinking.
- In response to the question 'During the next 30 days to what degree do you plan to reduce the number of times you drink per week?' 86% of students responded with 'Sometimes', 'Frequently', or 'Always'
- In response to the question 'During the next 30 days to what degree do you plan to reduce the number of drinks you have each time you drink?' 89.5% of students responded with 'Sometimes', 'Frequently', or 'Always'
- In response to the question 'During the next 30 days to what degree do you plan to pace your drinks to 1 or fewer per hour?' 91.2% of students responded with 'Sometimes', 'Frequently', or 'Always'
- In response to the question 'During the next 30 days to what degree do you plan to set a limit on how many drinks you'll have?' 96.4% of students responded with 'Sometimes', 'Frequently', or 'Always'
- In response to the question 'During the next 30 days to what degree do you plan to alternate non-alcoholic beverages with alcoholic drinks?' 92.9% of students responded with 'Sometimes', 'Frequently', or 'Always'

Below are highlights from the 2023-2024 academic year implementation of AlcoholEdu for Sanctions.

*The following data is collected from students who completed AlcoholEdu for Sanctions post-course survey (n=74).

- 89.2% of students agree (responded with 'Agree' or 'Strongly agree') that AlcoholEdu for Sanctions taught them how to make a plan ahead of time to make responsible decisions about drinking.
- In response to the question 'During the next 30 days to what degree do you plan to reduce the number of times you drink per week?' 91.7% of students responded with 'Sometimes', 'Frequently', or 'Always'
- In response to the question 'During the next 30 days to what degree do you plan to reduce the number of drinks you have each time you drink?' 94.5% of students responded with 'Sometimes', 'Frequently', or 'Always'
- In response to the question 'During the next 30 days to what degree do you plan to pace your drinks to 1 or fewer per hour?' 98.7% of students responded with 'Sometimes', 'Frequently', or 'Always'
- In response to the question 'During the next 30 days to what degree do you plan to set a limit on how many drinks you'll have?' 97.1% of students responded with 'Sometimes', 'Frequently', or 'Always'
- In response to the question 'During the next 30 days to what degree do you plan to alternate non-alcoholic beverages with alcoholic drinks?' 95.9% of students responded with 'Sometimes', 'Frequently', or 'Always'

Program	AlcoholEdu for College	
Description	Designed for students entering college, this interactive online program uses the latest evidence-based prevention methods to create a highly engaging user experience, inspiring students to make healthier decisions related to AOD. UW just completed its sixteenth year of implementation of AlcoholEdu for College. Due to an acquisition, UW switched platforms before the Spring 2023 implementation from Everfi to Vector Solutions.	
Location	HOPES Program	
Timing	Students' first semester at UW	
Target	All incoming students under the age of 23	
Classification	Universal prevention	
College AIM	IND-17 Multi-component education-focused program (MCEFP), online, individual	
Category	Education	
Data	2022-2023	1,905 students
	2023-2024	1,764 students
Link	https://www.uwyo.edu/rec/wellness-center/hopes/alcoholedu-sapu.html	

AlcoholEdu for College and Sexual Assault Prevention for Undergraduates was administered to all incoming first-year students and transfer students with less than 60 full credit hours. In the Fall of 2022, the Mental Well-Being for Students course was added to the requirement. In the Fall of 2023, these parameters were updated to all first-year students and transfer students with less than 60 credits and those who are 21 years of age or younger. After further research and benchmarking, these parameters were updated once again in the Spring of 2023 to all incoming students under the age of 23. Students under the age of 21 are assigned AlcoholEdu for College, Sexual Assault Prevention for Undergraduates, and Mental Well-Being for Students. Students 21 and 22 years of age are assigned AlcoholEdu Ongoing Education, Sexual Assault Prevention Ongoing: Taking Action, and Mental Well-Being for Students. If students fail to complete Part 1 of these courses by the specified deadline a registration hold is applied to their account. This prevents students from registering for their next semester's classes until they complete the requirement.

Below are highlights from the 2022-2023 academic year implementation AlcoholEdu for College. *The following data is collected from students who completed all three AlcoholEdu course surveys (n=1,031).

- 83% of UW students report that AlcoholEdu changed their perceptions of others' drinking behavior.
- 99% of UW students agree that AlcoholEdu helped them establish a plan ahead of time to make responsible decisions about drinking.
- Following the course, 84% (53 students) of high-risk drinkers reported a readiness to change their drinking behavior.
- Intention to mitigate high-risk drinking decreased between the pre-course survey and the follow-up survey administered 30 days after completing the course.
- Students within the Abstainer and Nondrinker categories decreased between the pre-course survey and the follow-up survey yet still represented the majority (71.7%).

On the following page are highlights from the 2023-2024 academic year implementations of AlcoholEdu for College.

Below are highlights from the 2023-2024 academic year implementation AlcoholEdu for College. *The following data is collected from students who completed all three AlcoholEdu course surveys (n=769).

- 68% of UW students report that AlcoholEdu changed their perceptions of others' drinking behavior.
- 83% of UW students agree that AlcoholEdu helped them establish a plan ahead of time to make responsible decisions about drinking.
- Following the course, 32% (8 students) of high-risk drinkers reported a readiness to change their drinking behavior.
- Intention to mitigate high-risk drinking increased between the pre-course survey and the follow-up survey administered 30 days after completing the course.
- Students within the Abstainer category decreased and students within the Nondrinker category increased between the pre-course survey and the follow-up survey. These categories represented the majority (85.8%).

An observation between the two reports is that it seems the effectiveness of the course decreased within our population. This could be due to a few different factors: the change in content from the Everfi platform to Vector Solutions, a smaller denominator for the 2023-2024 survey responses, and an increase of students in the Abstainer and Nondrinker categories.

Program	Associated Students of the University of Wyoming (ASUW)
Description	ASUW is UW's student body government. ASUW Mission Statement: The purpose of the Student Government of the Associated Students University of Wyoming is to serve our fellow students in the best manner possible through accurate representation, professional interaction with campus programs and organizations, and responsible, effective leadership.
Location	Center for Student Involvement & Leadership
Timing	Ongoing. Weekly meetings through Academic Year
Target	All students
Classification	Health promotion
College AIM	N/A
Category	Coalition
Link	https://www.uwyo.edu/asuw/index.html

Program	A-Team & Lifesavers Coalition
Description	<p>The A-Team is a campus/community coalition comprised of community members, UW students, staff, faculty, administrators, and law enforcement. The A-Team's mission is "to develop, recommend, and assess best practices in policy, prevention, intervention, and enforcement to reduce underage drinking and excessive alcohol use."</p> <p>Prior to combining the A-Team and Lifesavers coalitions, each coalition had its own mission. The mission for the Lifesavers coalition read as follows: "The UW Lifesavers Initiative aims to prevent suicide and suicide attempts among UW students with mental health and substance use disorder problems through comprehensive, collaborative, and coordinated services, including education, training, outreach, and support. The target populations include (1) UW students in general; (2) UW students at high risk for suicide, including veterans, athletes who have sustained concussions, and victims of sexual violence; and (3) UW faculty and staff."</p>
Location	HOPES Program, AWARE Program, University Counseling Center
Timing	Monthly
Target	Campus and Community partners
Classification	Health promotion
College AIM	N/A
Category	Coalition
Link	https://www.uwyo.edu/rec/wellness-center/hopes/a-team.html

A-Team is co-chaired by the AWARE Program Coordinator and the HOPES Program Coordinator (Mr. Svare and Ms. Biertzer respectively). Members include the Vice President for Student Affairs, the Dean of Students, representatives from Residence Life & Dining Services, UW faculty, Admissions, Athletics, Fraternity and Sorority Life, UW Police Department, Laramie Police Department, SafeRide, UCC, Student Educational Opportunities, Associated Students of UW, Wyoming Technical Institute, and Albany County Coalition to Prevent Suicide and Substance Abuse, among others.

The A-team is guided by a strategic plan that it developed in 2009 and updated in 2018. A copy of the strategic plan can be found in Appendix E.

In addition, A-team members have been involved in campus policy changes, local ordinances, and state laws. Members participated in the revision of the UW alcohol policy and serve on local and statewide committees. A-team members have presented to the Laramie City Council in support of proposed local ordinances including mandatory beverage server training, keg registration, stricter DUI enforcement, and social host laws. A-Team has also presented resolutions to City Council regarding alcohol law changes such as minors allowed in bars, and concerns with liquor establishments' practices. In 2016, the Board of Trustees approved the sale of alcohol at sporting events. A-Team created a resolution to be presented to them, which became the basis of best practices used in the implementation of such change.

As of December 2023 A-Team merged with another campus coalition called Lifesavers. Prior to December 2023, Lifesavers would meet once per month through the Academic Year, with a focus on suicide prevention.

Program	Baseline Feedback Report	
Description	All students who enroll in the AWARE Program are required to complete a personalized Baseline Feedback survey prior to their first appointment. Upon completion of the survey, a personalized Feedback Report is generated for the student. During the initial one-on-one appointment, the AWARE staff member will go over the results of the Feedback Report with the student. AUDIT and CUDIT Assessment Inventories are incorporated into the survey and Feedback Report.	
Location	AWARE Program	
Timing	By appointment	
Target	Sanctioned students	
Classification	Indicated prevention	
College AIM	IND-22 Personalized Feedback Intervention (PFI), generic, other	
Category	Screening, Education	
Data	2022-2023	99
	2023-2024	116

Effectiveness data for the AWARE Program is included in Appendix F.

Program	Brief Alcohol Screening and Intervention for College Students (BASICS)	
Description	BASICS is a one-to-one alcohol use intervention that utilizes cognitive-behavioral strategies, motivational interviewing principles, and alcohol skills training. BASICS is recognized as a Tier One intervention according to the NIAAA Report.	
Location	AWARE Program	
Timing	By appointment	
Target	Sanctioned students	
Classification	Indicated prevention	
College AIM	IND-16 Brief Motivational Intervention, In-person, Individual	
Category	Education	
Data	2022-2023	25 students
	2023-2024	30 students

Effectiveness data for the AWARE Program is included in Appendix F.

Program	Care & Outreach	
Description	Student welfare's goal is to help students identify and remove barriers to their academic success and overall wellbeing. Coordinators work to help students identify supportive resources, options for success, and interventions with which the student is willing to engage.	
Location	Dean of Students Office	
Timing	By appointment	
Target	Students referred from the CARES Team	
Classification	Indicated prevention	
College AIM	N/A	
Category	Education, Enforcement	
Link	https://www.uwyo.edu/dos/students-concern/index.html	

(Care & Outreach con't)

Data: The following data is an estimation as Care & Outreach has never formally gathered these data points within their system.

- Number of AOD-related referrals for counseling or treatment
 - Estimation for both academic years combined: 50
- Number of BHS referrals/releases if substances were involved
 - Estimation for both academic years combined: 24

Program	Coalition to Prevent Suicide and Substance Abuse (CoPSSA)
Description	CoPSSA is a community coalition chaired by Albany County's Community Prevention Specialist. The HOPES Program Coordinator, the AWARE Program Coordinator, Dean of Students Office, and UWPD are members of this coalition. See Appendix S for more information.
Location	Albany County Prevention
Timing	Monthly
Target	Community partners
Classification	Health promotion
College AIM	N/A
Category	Coalition
Link	https://copssa.org/

Program	Collegiate Recovery Program	
Description	The Collegiate Recovery Program is a student organization which provides peer support and connection for students in recovery from alcohol and/or substance use. Membership includes students who are in recovery, as well as students who are choosing to live a sober lifestyle.	
Location	AWARE Program	
Timing	Weekly meetings and drop-in hours	
Target	Students in recovery or who are substance-free	
Classification	Selective prevention	
College AIM	ENV-2 Require alcohol-free programming	
Category	Treatment and recovery	
Data	2022-2023	N/A
	2023-2024	N/A

To protect anonymity, students were not asked to sign-in for meetings of the Collegiate Recovery Program, and attendance data was not kept.

Program	Employee Assistance Program
Description	<p>Substance Abuse Support</p> <ul style="list-style-type: none"> • Free and confidential support • Guided process, easy to access • Network of substance abuse experts • Community resources available • Family and household member support • Available 24-hours a day, 365 days per year <p>“With MINES you have access to a free online work/ life resource library full of helpful tools to help you build healthy habits, strengthen your mindfulness, and learn practical coping skills with topics such as: Resilience building, substance abuse and addiction resources, stress and anxiety, and more. You have 6 counseling sessions per issue*, per year for you and each household member.”</p> <p>There are substance use self-assessments available on Personal Advantage:</p> <ul style="list-style-type: none"> • Alcohol Use Disorders Identification Test • Drug Abuse Screening Test • There is also online peer support through Supportiv which can provide in the moment, on-demand support for drug or alcohol concerns.
Location	Online or in-person
Timing	By appointment
Target	All benefited employees
Classification	Health promotion
College AIM	N/A
Category	Treatment and recovery
Link	https://www.uwyo.edu/hr/employee-benefits/employee-assistance-program/index.html

The EAP asks about substance use whenever someone requests services. These are the Screening, Brief Intervention and Referral to Treatment (SBIRT) questions. This helps the team identify if there may be an underlying substance use issue so they can ensure to connect the individual with an appropriate provider.

Data:

- Number of AOD-related referrals for counseling or treatment
 - 2022-2023: 3 to EAP (Deer Oaks)
 - 2023-2024: 2 to EAP (Mines & Associates)
- Number of employees utilizing EAP benefits related to AOD
 - 2022-2023: 3
 - 2023-2024: 2

Program	Fraternity and Sorority Life (FSL)
Description	<p>Safe Social Event Hosting is a training conducted by FSL staff that all Presidents, Safety/Risk Chairs, and Social Chairs are expected to complete. Safe social event training and policies taught within requires organizers to create safety plans, ensuring proactive risk management and preparedness. Plans are designed by each chapter, with guidance notes they should cover protocols for managing alcohol consumption and distribution, preventing underage drinking, and responding to crises. Policies like sober monitors and event registration reinforce safety and accountability, ensuring events are responsibly managed. See Appendix H-a for the training presentation.</p> <p>Additionally, new member education includes a section that covers AOD-related education. New member education teaches responsible alcohol use, overdose recognition, and intervention skills. Members learn to identify signs of alcohol poisoning or drug overdose and respond appropriately, with an emphasis on Good Samaritan Policies that prioritize safety over punishment. Education also addresses recognizing the signs and symptoms of mental health challenges, including how substance use or an increase in alcohol and drug consumption may indicate underlying issues. Members are provided with resources to support mental health and guidance on how to approach peers who may be struggling. See Appendix H-b for the new member education presentation.</p>
Location	FSL
Timing	Once a semester
Target	Students in FSL
Classification	Selective prevention (policies that apply directly to FSL)
College AIM	N/A
Category	Normative environment
Link	https://www.uwyo.edu/fsl/index.html

FSL Chapters may host events with alcohol at their chapter house, should that be allowed by their housing corporations/nationals. Their events must operate on BYOB basis where those over 21 may bring 6 drinks and use wristbands to distinguish those who are 21 and over.

The Fraternal Standards Board is a community standards board under the authorization of Dean of Students since Code of Conduct violations are managed by DOS. Expectations are in the Safe Social Event Hosting Training (using UW, IFC, and CPC rules). For violations and sanctions in relation to FSL chapters/individuals, see Appendix G-b (Student Code of Conduct Violations).

Program	Green Dot
Description	Green Dot is a bystander intervention program to reduce power-based violence such as sexual assault, relationship violence, and stalking. Scenarios about alcohol/being intoxicated related to consent are included, such as, what to do if someone who is already drunk is getting pressured to keep drinking (and they choose which of the 3Ds they would do).
Location	Violence Prevention Center
Timing	Multiple trainings per semester
Target	Students, staff, and faculty
Classification	Universal prevention
College AIM	ENV-6 Implement bystander interventions
Category	Education, normative environment
Link	https://www.uwyo.edu/dos/sexualmisconduct/sm-prevention.html

Data:

- Academic Year 2022-2023:
 - Green Dot Student Bystander and Overview: 1,857 participants
 - Green Dot Faculty/Staff Overview: 73 participants
- Academic Year 2023-2024
 - Green Dot Student Bystander and Overview: 2,064 participants
 - Green Dot Faculty/Staff Overview: 258 participants

Program	Healthy Poke Patrol	
Description	For home football games, student employees from the Wellness Center set up at the student gate and ask students and community members “How do you plan on being safe today?” in exchange for beads to wear at the game. The targeted population are UW students, however, community members also use that gate and participate in the program. The question is broad because it is known that a large percentage of UW students choose not to drink alcohol. Responses range from substance abstinence and having a designated driver to sexual abstinence or protection and wearing sunscreen. The purpose of this is to have students identify a way they can be safe and to verbalize that to someone else.	
Location	HOPES Program & Wellness Center, AWARE Program	
Timing	Home football games	
Target	Students and community members	
Classification	Universal prevention	
College AIM	IND-5 Values clarification alone	
Category	Environment	
Data	2022	9,800 beads were handed out
	2023	10,200 beads were handed out

Program	Laramie Town and Gown Association
Description	Laramie Town and Gown Association supports all aspects of the Laramie community and supports the relationship between community members and students (prevention, economic, health and wellness, civic duties, etc.). UW representatives include the Assistant Director of Wellness, the Associate Dean and Director of Residence Life, and the Chief of UWPD. See Appendix I.
Location	City of Laramie
Timing	Monthly
Target	Community partners
Classification	Universal prevention, selective prevention
College AIM	N/A
Category	Coalition/partnership

Program	Locking Prescription Vials	
Description	Students are able to create a custom 4-digit code to lock away medications to prevent drug misuse, intentional injury, and tampering. Vials are from Safe Rx. The HOPES Program hands these out to students during Substance Awareness Week, and offers supplies to other campus departments who could use them. The UCC and Care & Outreach offer these to students on an as-needed basis.	
Location	HOPES Program, UCC, Care & Outreach	
Timing	During Substance Awareness Week or by appointment	
Target	Students, UW community	
Classification	Universal prevention, indicated prevention	
College AIM	N/A	
Category	Environment, treatment, recovery	
Data	2022-2023	32 vials handed out
	2023-2024	3 vials handed out

Program	Medication Drop-Box	
Description	Proper medication disposal provides ways for people to safely and responsibly dispose of controlled substances that they have in their household. The primary objective of proper medication disposal is to limit access and availability, as well as raise awareness of prescription drug misuse. This additional drop-box makes three drop-box locations available in the city of Laramie. UWPD also offers Detera bags. Detera is an easy-to-use drug disposal system that can be used at home or in a clinical setting to safely destroy unused or expired medications, making them unavailable for misuse and safe for disposal in the normal trash.	
Location	UWPD	
Timing	Ongoing	
Target	UW community	
Classification	Universal prevention	
College AIM	N/A	
Category	Normative environment, recovery	

Program	Mental Health First Aid	
Description	Mental Health First Aid is an evidence-based training that is designed to teach participants how to intervene in potential crisis-situations regarding mental health and substance use concerns. Throughout the training, participants learn about various mental health and substance use disorders, and work through scenarios in which an individual is struggling with harmful thoughts and/or substances.	
Location	Wellness Center	
Timing	Multiple trainings per semester	
Target	Students, faculty, staff, community members, and law enforcement	
Classification	Universal prevention	
College AIM	ENV-6 Implement bystander interventions	
Category	Education	
Data	2022-2023	166 participants and 2 new instructors
	2023-2024	147 participants and 2 new instructors
Link	https://www.uwyo.edu/rec/wellness-center/mhfa/index.html	

Program	National College Health Assessment	
Description	Every odd year in the spring since 2001, UW conducts the NCHA, a campus-wide survey of students' health behaviors including AOD use.	
Location	HOPES Program	
Timing	Spring of odd calendar year	
Target	Student sample (Includes distance learners and students at the campus in Casper, WY)	
Classification	Health promotion, data collection	
College AIM	N/A	
Category	Assessment	
Data	Spring 2023	See Appendix J(NCHA UW AOD Trend Data)
Link	https://www.acha.org/ncha/	

Appendix J provides UW's and the ACHA-NCHA Reference Group's trend data regarding AOD. Although UW has implemented this survey on campus since 2001, the survey was updated to its third edition in 2021. Since the survey tool was updated, it is best practice to not include trend data from previous editions. Thus, trend data is only available from the 2021 and 2023 Spring semester implementations. Below are a few highlights from the trend data provided in Appendix J (NCHA UW AOD Trend Data)

- The three most common substances used by UW students are alcohol, cannabis, and tobacco/nicotine.
- UW is similar to most universities (the Reference Group) regarding current alcohol use, including an increase in alcohol use between 2021 and 2023.
 - UW has a lower percentage of students with a high-risk ASSIST score compared to the Reference Group.
 - UW's percentage of driving under the influence of any amount of alcohol increased between 2021 and 2023 while the Reference Group's percentage decreased. UW's percentage exceeded the Reference Group's figure in 2023 by nearly 4%.

- There was a slight increase of current cannabis use amongst the UW student population between 2021 and 2023 but has remained lower than the Reference Group.
- Both UW and the Reference Group saw an increase in current tobacco/nicotine use between 2021 and 2023.

Program	Pokes Pub and Game Room
Description	Grand Opening was on March 7, 2023. Employees are required to adhere to the alcohol policies in the UW Employee Handbook and any issues regarding students are handled by DOS. Pokes Pub's employees are TIPS trained and follow state and federal regulations in relation to the sale of alcohol. They are not in the practice of discounting drinks and do not cater outside the pub. Occasionally they will be asked to open for an event, and they allow this only if it is within their allowable operating hours set by state statute and if the entity agrees to their minimum sales requirement (See Appendix K). They have not had to sanction any groups and do not have a procedure in place.
Location	The Wyoming Union
Timing	Pokes Pub hours: Tuesday – Thursday. 4pm-9pm, Friday 4pm-7pm Game Room hours: Monday – Friday. 11:30am-9:30pm
Target	Students, staff, and faculty
Classification	Health promotion
College AIM	ENV-14 Implement beverage service training programs: Sales to intoxicated ENV-15 Implement beverage service training programs: Sales to underage ENV-16 Restrict happy hours/price promotions ENV-17 Retain or enact restrictions on hours of alcohol sales ENV-31 Enact responsible beverage service training laws
Category	Normative environment
Link	https://www.uwyo.edu/union/pokes-pub-and-gameroom/index.html

Pokes Pub hosts events like Beer Education where they connect with a brewery through their beer distributors and the brewery sends a representative to speak at the event. Pokes Pub purchases 1-3 of the brewery's beers and puts them on tap. The representative provides information about the brewery and their craft beers along with samples to the attendees. Events sponsored by campus groups have put an emphasis on mocktails which have become a part of the menu. Mocktails are made to order/not made in bulk to further encourage low-risk drinking styles; watching your drink being made and not taking pre-made drinks from a large container.

Program	Psychology Center
Description	The mission of The Psychology Center is to provide affordable, quality mental health care to the campus community and area residents. As a training center for the Clinical Psychology Doctoral program at the University of Wyoming, all assessments and treatment at The Psychology Center are conducted by graduate student therapists under the direct supervision of a licensed clinical psychologist. The Faculty/Psychologists in the Psychology Center embrace an integrated care model that promotes collaboration with the client and other health professionals who are involved in the client's care. Therapists specialize in the use of empirically supported treatments that have been developed based on psychological science.
Location	Department of Psychology
Timing	By appointment
Target	UW community and Laramie community
Classification	Indicated prevention
College AIM	IND-23 Screening and behavioral treatments
Category	Treatment
Link	https://www.uwyo.edu/psychology/center/

The Center typically screens all college students for current substance use using tools like the AUDIT, CUDIT, and DAST regardless of presenting concern. If they have goals to change their substance use, then our clinicians use evidence-based interventions.

One of the UWPC teams is led by faculty member Dr. Kyle DeYoung. The focus of his team is treating eating disorders, substance use disorders, and sleep concerns, as he has particular expertise in these areas. Graduate student clinicians are supervised by Dr. DeYoung and for substance use cases, they focus on interventions like motivational interviewing, cognitive behavioral therapy, and harm-reduction strategies. We do engage in some case management, especially when students need a higher level of care. We also work with other providers/supports to coordinate students' care, including student health service, the dean of students office, UCC, and the VOA, among others.

Data:

- Number of AOD-related appointments: Not currently tracking
- Number of AOD-related referrals for counseling or treatment: Not currently tracking
- Number of BHS referrals/releases if substances were involved: Not currently tracking

Program	Red Watch Band	
Description	The Red Watch Band program is a comprehensive bystander intervention program designed to provide students with the knowledge, skills and awareness to prevent death from toxic drinking.	
Location	HOPES Program	
Timing	By request	
Target	Students/student organizations	
Classification	Universal prevention, indicated prevention	
College AIM	ENV-6 Implement bystander interventions	
Category	Education	
Data	2022-2023	10 students (as part of a sanction for a Club Sport)
	2023-2024	0

Program	Residence Life
Description	Resident Assistants (RAs) are trained in crisis response and policy violations. Typically, RAs are trained to recognize the signs of intoxication and the smell of cannabis and are told to call UWPD if they ever encounter either. On average, over 85% of the residents living in UW halls are under the age of 21, which may be why there has not been a substance-free Living Learning Community historically.
Location	Residence Life
Timing	Annually
Target	Resident Assistants
Classification	Universal prevention
College AIM	IND-14 Skills training, alcohol plus general life skills or general life skills only ENV-11 Enforce age-21 drinking age ENV-2 Require alcohol-free programming
Category	Education, normative environment, enforcement

Program	SafeRide	
Description	SafeRide is an on-call public transportation service that operates late nights on the weekends to offer nonjudgmental "safe" rides home. Rides are offered to UW students, faculty, staff, and Laramie community members and visitors. SafeRide's service areas include the Laramie city limits. There is no on-board fare.	
Location	UW Transportation and Parking Services	
Timing	Academic Year. Thursday, Friday, and Saturday nights from 9:00pm to 2:00am. Summer. Friday and Saturday nights from 9:00pm to 2:00am	
Target	Students, faculty, staff, and Laramie community members and visitors	
Classification	Selective prevention	
College AIM	ENV-20 Implement safe-rides program	
Category	Environment	
Data	2022-2023	17,043 rides
	2023-2024	24,159 rides
Link	https://www.uwyo.edu/transportation/transit/saferide.html	

On the following page is more information about AOD-related education and training for SafeRide employees.

AOD-related education & training for SafeRide employees:

SafeRide has a few different trainings depending on context: TSI (Transportation Safety Institute), RTAP (Rural Transit Assistance Program), JJ Keller, and FTA (Federal Transit Administration) trainings. The main training they are using now is via JJ Keller, which covers the following points:

- What is a safety sensitive function
- What use of substances is prohibited and when
- Why drug and alcohol use/abuse is dangerous in our environment
- Types of tests and differences between each
- Random, post accident, return to duty, etc.
- Differences between alcohol and drug tests (rules, etc.)
- Results of refusal or failure
- Effects of alcohol use/abuse
- Effects of drug abuse
- Different effects of different substances
- Signs of drug/alcohol use/abuse
- There is also information about correct use of and misuse of prescription medicines

Total training time is 2.5-3 hours

SafeRide employees also receive TIPS training

Program	Sport Mental Health Assessment Tool 1	
Description	The University of Wyoming Athletics Director of Student Wellbeing hosts yearly, mandatory screenings for all UW student athletes. Student athletes were screened using a validated measure which assessed Depression (including suicide risk), Anxiety, Mood Disorders, PTSD, and substance use. The process for these two years was that the form was completed pen and paper in UW's athletics facilities and every single athlete who completed the form, regardless of their scores or responses, met individually with a mental health provider or a graduate student (counseling, social work, psychology) for feedback. If the athlete had a positive score on any of the items, their feedback would consist of further assessment/probing into that specific area and then, generally, unless there was high risk related to safety, resources and methods for scheduling were provided.	
Location	Athletics	
Timing	Annually, 1-2 days, scheduled drop-in times	
Target	All Varsity student athletes	
Classification	Selective prevention	
College AIM	IND-23 Screening and behavioral treatments	
Category	Screening	
Data	2022-2023	Unknown due to turnover
	2023-2024	362 (about 72%) athletes
Link	https://olympics.com/athlete365/app/uploads/2021/06/BJSM-SMHAT-1-Athlete365-2020-102411.pdf	

Program	Student Health Services
Description	Student Health Services' commitment lies in offering top-tier healthcare that empowers students to excel physically, mentally, and emotionally. Additionally, they strive to equip students with impactful health education, inspiring them to cultivate and sustain healthy lifestyles.
Location	Student Health Services
Timing	By appointment
Target	Students
Classification	Universal prevention, selective prevention, indicated prevention
College AIM	IND-23 Screening and behavioral treatments IND-24 Medications for alcohol use disorder
Category	Treatment
Link	https://www.uwyo.edu/shser/index.html

Data

- Number of AOD-related appointments
 - 2022-2023: 88
 - 2023-2024: 91
- Number of AOD-related referrals for counseling or treatment: Not currently tracking
- Number of BHS referrals/releases if substances were involved: Not currently tracking

Program	Substance Awareness Week	
Description	UW's inaugural Substance Awareness Week was in March of 2023. The HOPES Program Coordinator and Wellness Center student employees table in the Union each day of the week. Tabling has included: handing out locking prescription vials, rape-drug prevention products, and information/resources, medication take-back with UWPD, AUDIT and CUDIT screenings (with the AWARE Program) in exchange for a donut or piece of fruit and printed feedback information/resources (see Appendix L-a), AOD jeopardy, and a photo campaign that asks the question "How do you stay safe?" (in-line with Healthy Poke Patrol). Additionally, in partnership with 7220 Entertainment, AOD trivia is offered during that month's Union After Dark event. For the 2024 implementation, a few things were added: social norming data, information, and resources shared as a bumper on Steamboat Cinema for a week (99 views) as well as posted on all Residence Halls' bulletin boards for the month. Substance Awareness Week was covered in the student newspaper, the Branding Iron, in 2024 (See Appendix L-b).	
Location	HOPES Program & Wellness Center	
Timing	Annually	
Target	Students	
Classification	Universal prevention	
College AIM	IND-1 Information/knowledge/education alone IND-23 Screening and brief intervention	
Category	Education, Screening, and Environment	
Data	2023	About 300 participants
	2024	About 350 participants (not including bumper views)

Program	Substance Use Assessment (SUA)	
Description	Any student who completes the AWARE Program, whether voluntary or sanctioned, will meet with an AWARE staff member for a 50-minute motivational intake and feedback interview. During this meeting, AWARE staff gather information from the student regarding the incident for which they are referred to the program (if indicated), as well as pertinent background information. Additionally, the AWARE staff member will go over the student's Individualized Feedback Report with the student. The interview consists of Motivational Interviewing and skills training, including harm reduction principles and practices.	
Location	AWARE Program	
Timing	By appointment	
Target	Sanctioned students	
Classification	Indicated prevention	
College AIM	IND-16 Brief Motivational Intervention, In-person, Individual	
Category	Screening, Education	
Data	2022-2023	99 students
	2023-2024	116 students

Effectiveness data for the AWARE Program is included in Appendix F.

Program	Substance use screenings	
Description	UW uses the AUDIT and the CUDIT to screen individual students for alcohol and cannabis use. AWARE screens students as part of their substance use assessment, HOPES screens students during Substance Awareness Week, and offers an additional space the service is offered outside of other potentially "stigmatized" spaces, the UCC screens students as part of their intake forms, and clinicians in the Student Health Services use the CUDIT to screen students.	
Location	AWARE Program, UCC, HOPES Program, Student Health Services	
Timing	By appointment	
Target	All students utilizing AWARE, UCC, and SHS	
Classification	Selective prevention	
College AIM	IND-23 Screening and behavioral treatments	
Category	Screening	
Data	2022-2023	During Substance Awareness Week: 109 AWARE: 99 UCC: 853
	2023-2024	During Substance Awareness Week: 73 AWARE: 116 UCC: 720
Link for AUDIT	https://nida.nih.gov/sites/default/files/files/AUDIT.pdf	
Link for CUDIT	https://adai.uw.edu/instruments/pdf/Cannabis_Use_Disorders_Identification_Test_59.pdf	

Program	University Counseling Center
Description	The University Counseling Center offers free student counseling services including crisis intervention to current-term enrolled University of Wyoming students.
Location	University Counseling Center
Timing	By appointment
Target	Students
Classification	Selective prevention, indicated prevention
College AIM	IND-23 Screening and behavioral treatments
Category	Screening, treatment, recovery
Link	https://www.uwyo.edu/ucc/index.html

Data:

- Number of AOD-related appointments:
 - Data not available
- Number of AOD-related referrals for counseling or treatment:
 - Data not available
- Number of BHS referrals/releases if substances were involved:
 - Data not available

Program	WellSpring Counseling
Description	WellSpring Counseling offers FREE and confidential counseling services for individuals, couples, families, adults, adolescents, and children. We provide face-to-face counseling for UW students as well as the greater Laramie community; there are limited tele-mental health services available for anyone residing in Wyoming. Counseling services are provided by advanced graduate students under qualified clinical supervision in a modern, professional clinic. Using the latest in digital clinical technology and a team approach that makes use of live supervision, we are able to provide both high quality clinical services to our clients, and excellent clinical training for our students. WellSpring provides Substance Abuse Evaluations available for a \$75 fee.
Location	College of Education
Timing	By appointment
Target	Wellspring is available to anyone. If you need care outside of our trainee's scope of practice, Wellspring will assist with referrals to access recommended care.
Classification	Selective prevention, indicated prevention
College AIM	IND-23 Screening and behavioral treatments
Category	Screening, treatment, recovery
Link	https://www.uwyo.edu/clad/counseling/wellspring-counseling-clinic.html

Data:

- Number of AOD-related appointments: Data not reported
- Number of AOD-related referrals for counseling or treatment: Data not reported
- Number of BHS referrals/releases if substances were involved: Data not reported
- Number of Substance Abuse Evaluations: Data not reported

Policy Inventory & Enforcement

Policy	Alcohol and Drug Abuse Prevention Policy
Description	This policy is UW's Drug and Alcohol Abuse Prevention Program required by the Department of Education under the Drug-Free Schools and Communities Act [EDGAR Part 86]. This policy took effect May 4, 2024.
Responsible Office	Division of Student Affairs and Department of Human Resources
Copy of Policy	https://www.uwyo.edu/regs-policies/files/docs/policies/alcoholanddrugabuseprevention-sap-approved-3-4-24.pdf

Violations & Sanctions: Violations and sanctions would either be through UWPD, Dean of Students Office, or Human Resources. See Policy: Employee Handbook (above) and appendices Gb and M ('Student Code of Conduct Violations' and 'UWPD Violations')

Policy	Alcohol Policy for Campus Events	
Description	This policy is for entities planning an event that includes alcohol. The policy includes insurance requirements. Appendices include forms that must be submitted: Permissions to Serve Alcohol on Campus and Permissions to Serve Alcohol at the Union	
Responsible Office	Division of Administration	
Violation Frequency	2022-2023	0
	2023-2024	0
Copy of Policy	Alcohol Policy for Campus Events at the University of Wyoming	
Appendices	https://www.uwyo.edu/administration/uw-policies.html	
Blank Vendor Contract	See Appendix N (Alcohol Vendor Contract)	

This policy is also used by student organizations, though it is infrequent that they host events with alcohol present. Student organizations are encouraged to host events with alcohol at off-campus locations that have a third-party server and security to validate age with ID.

Current vendors include Altitude Chophouse & Brewery, Roxie's on Grand, Freedom Edge Brewing, Albany Lodge, Delancey Enterprises, and UW Catering & Events.

Data:

- Number of approved events with alcohol. These numbers include multi-day events such as conferences, tailgating, etc.
 - 2022-2023: 102 events (data missing from before November due to turnover)
 - 2023-2024: 202 events

Policy	Alcohol Sales in Stadium
Description	This document outlines the policies and procedures around selling beer in the War Memorial Stadium and the Arena-Auditorium.
Responsible Office	Athletics, Event Management
Copy of Policy	See Appendix Oa(Alcohol Sales in Stadium Plan 2023)
Signed Vendor Contract	See Appendix Ob(Stadium Vendor Services Agreement)

Violations & Sanctions: Violations within the Stadium or Arena and sanctions would either be through UWPD and/or Dean of Students Office. See appendices Gb and M ('Student Code of Conduct Violations' and 'UWPD Violations')

Policy	Apartments & Residence Halls: Policies & Procedures	
Description	Alcohol (p.2) Smoking (p. 7) Sanctions (p.14)	
Responsible Office	Residence Life	
Violation Frequency	2022-2023	38
	2023-2024	54
Copy of Policy	https://issuu.com/uwyorlids/docs/policies_procedures?fr=xKAE9_zU1NQ	

Violations & Sanctions: Violations and sanctions under this policy are combined with violations and sanctions under the Student Code of Conduct. See breakdown of violations and sanctions in Appendix Gb (Student Code of Conduct Violations)

Policy	Campus Recreation Alcohol, Drugs, and Tobacco Policies and Procedures	
Description	"No alcohol, drugs, or tobacco products are allowed in University of Wyoming buildings, or at Rec Sports/City of Laramie fields. Campus Recreation staff reserves the right to remove participants or spectators suspected of being under the influence of drugs or alcohol from the area of activity."	
Responsible Office	Campus Recreation	
Violation Frequency	2022-2023	0
	2023-2024	0
Copy of Policy	https://www.uwyo.edu/rec/facility-hours-and-information/policies.html	

Policy	Club Sports Code of Conduct Agreement	
Description	Policies of conduct and substance use for UW Recreational Sports: "Drugs and alcohol are not allowed at any Club Sport function..."	
Responsible Office	UW Recreational Sports, Campus Recreation	
Violation Frequency	2022-2023	3
	2023-2024	0
Copy of Policy	See Appendix Pa (Club Sports Code of Conduct Agreement)	

Violations & Sanctions: In November 2022, three members of a Club Sport consumed alcohol during a club trip. After working with the Dean of Students office, the following sanctions were issued:

1. All members must sign a new code of conduct form, which directly addresses the University and Campus Recreation alcohol policies
2. Club must complete Red Watch Band Bystander Intervention Training
3. All members of the club who are known to have consumed alcohol during club travel are ineligible to attend/compete at Nationals in the Spring Semester
4. 5 additional hours of team community service

Policy	Department of the Air Force Policy Directive 36-20, Recruiting Programs and Accession of Military Personnel	
Description	Chapter 3 Section 11 (3.11): Substance Abuse and Drug Demand Reduction Policy 4.11.5: Civil Involvement to Drug/Alcohol Abuse 6.4: Cadet Statements - AFROTC cadets must report any contact with any legal authorities regarding DUI, narcotics/cannabis possession, public consumption/possession of alcohol, or contributing to the delinquency of a minor within 72 hours of the interaction. 16.6.4: Failure to Meet or Maintain Military Retention Standards	
Responsible Office	UW Air Force ROTC	
Violation Frequency	2022-2023	1
	2023-2024	0
Copy of Policy	https://www.airuniversity.af.edu/Portals/10/AFJROTC/documents/AFJROTC%20J-100/AFROTCI_36-2011_Vol_3_Cadet_Operations_21_Jun_23.pdf	

Violations & Sanctions: There was one violation in the Spring of 2023 which was reported in alignment with Chapter 6. One cadet received a citation for drinking a beer in an area where alcohol was not permitted. As a sanction, UW AFROTC gave the cadet the standard counseling they give all of their cadets that get any minor citations given to them by law enforcement (such as parking tickets, speeding tickets, etc.). He wasn't underage and he just didn't know and/or see the signs mentioning that alcohol was prohibited in the area. He was not intoxicated or causing a disturbance. He was just drinking a beer in an area he wasn't supposed to.

Policy	Drug and Alcohol Policy: DOT Regulated Employees	
Description	"This policy complies with 49 CFR Part 40, 49 CFR Part 382, and 49 CFR Part 655. All drug and alcohol testing is conducted in accordance with these regulations. All covered employees are required to submit to drug and alcohol tests as a condition of employment."	
Responsible Office	Transportation Services	
Violation Frequency	2022-2023	3
	2023-2024	0
Copy of Policy	https://www.uwyo.edu/transportation/ files/docs/drugalcoholpolicy.pdf	

Violations & Sanctions: See breakdown of violations and sanctions in Appendix Q (Transportation Services Violations)

Policy	Employee Handbook	
Description	Safety (p.10) Drug-Free Workplace (pp. 10-12) Sanctions (pp.57-59)	
Responsible Office	Human Resources	
Violation Frequency	2022-2023	3
	2023-2024	4
Copy of Policy	https://www.uwyo.edu/hr/ files/docs/human-resources/Employee-Handbook.pdf	

Violations & Sanctions:

drinking at work	written warning	Jun-23
drinking at work	written warning	Jun-23
not reporting violations of alcohol policy	warning	Jun-23
drinking at work	Worked with WPAP	Sep-23
arrest for possession of methamphetamine and marijuana (on UW property)	termination	Jan-24
working under the influence	verbal warning	Feb-24
open container of alcohol in office and working under influence	termination (multiple reasons)	Apr-24

Policy	Outdoor Programs Activity Risk-Release	
Description	Drug and alcohol: "Drugs are never allowed on Outdoor Program activities, nor being under the influence. Alcohol is not allowed on any OP activity "in the field" and/or transported in a UW vehicle."	
Responsible Office	UW Outdoor Programs, Campus Recreation	
Violation Frequency	2022-2023	0
	2023-2024	0
Copy of Policy	See Appendix Pb("Outdoor Programs Activity Risk-Release")	

Policy	Student Athlete Handbook	
Description	Code of Conduct (p.8) Student-Athlete Substance Abuse Policy (pp.9-14) Team Travel Policies & Procedures (p.49) UW Athletics Name, Image, and Likeness Policy (p.63)	
Responsible Office	Athletics, Compliance	
Violation Frequency	2022-2023	4
	2023-2024	9
Copy of Policy	2022 version: https://gowyo.com/documents/2020/7/28/2022-23_SA_Handbook.pdf	
	2023 version: See Appendix Ra ("Student-Athlete Handbook 2023-2024")	

Violations & Sanctions: See breakdown of violations and sanctions in Appendix Rb (Athletics Violations)

Policy	Student Code of Conduct	
Description	Health & Safety Exemption: This is the closest policy UW has to a medical amnesty policy (pp. 4-5) Responsibility (p.14) Sanctions (pp.17-20)	
Responsible Office	Dean of Students Office	
Violation Frequency	2022-2023	97
	2023-2024	60
Copy of Policy	https://www.uwyo.edu/dos/_files/docs/2022-student-code-of-conduct.pdf	

Violations & Sanctions: See breakdown of violations and sanctions in Appendix Gb (Student Code of Conduct Violations)

Policy	Tailgating Rules & Procedures	
Description	"The tailgating areas for Wyoming Football games are located in the Stadium Lot, AA Lot, Brown Lot, Summit View Lot, Cowboy Field Lot, H Lot, IPF Lot, S Lot, FA Lot, Gateway Center Lot, VA Lot, High Plains Lot and all the grassy areas adjacent to those parking lots. Open containers will start at 8:00am through kickoff for games that begin before 4:00pm. For games that begin at 4:00pm or later, the open container begins at 12:00pm (noon) until kickoff. The open container permit is for non-distilled alcohol only. UWPD will staff the parking lots when the open container permit begins."	
Responsible Office	Athletics, Event Management	
Copy of Policy	N/A	

Violations & Sanctions: Violations and sanctions would either be through UWPD and/or Dean of Students Office. See Appendices Gb and M ("Student Code of Conduct Violations" and "UWPD Violations")

Policy	The Office of Scholarships & Financial Aid Policy and Procedure Manual
Description	<p>On June 17, 2021, the Federal Register announced that selective service registration and drug-related conviction requirements could be waived, with specific Comment Codes (53, 54, 56, 58) flagged for these updates. In response:</p> <ul style="list-style-type: none"> On June 24, 2021, former OSFA Director Debra Hintz requested the Scholarships & Financial Aid (OSFA) tech team implement a script in Banner to waive these codes for flagged students. The FAFSA Simplification Act phased in these changes: <ul style="list-style-type: none"> Academic Year 2021-2022: Schools ignored Comment Codes and awarded aid to otherwise eligible students without retroactive reprocessing unless requested. Academic Year 2022-2023: Comment Codes remained but required no further action. Academic Year 2023-2024: Drug conviction questions and related Comment Codes were entirely removed.
Responsible Office	The Office of Scholarships & Financial Aid
Copy of Policy	See Appendix Ga (Student Code of Conduct)

UW Policy Updates

The Office of Scholarships & Financial Aid updated its Policy and Procedure Manual to align with federal guidance:

- Drug convictions no longer impact Title IV aid eligibility.
- Comment Codes (53, 54, 56, 58) were waived, ensuring aid was awarded to eligible students.
- NASFAA's policy analysis was referenced for additional clarity.

Entity	University of Wyoming Police Department (UWPD)	
Description	<p>The University of Wyoming Police Department (UWPD) is the principal law enforcement agency serving the University of Wyoming. The UWPD operates 24 hours a day, 365 days a year and is responsible for law enforcement, public safety, building security, and traffic control within the university. Nested within these traditional law enforcement functions are numerous non-enforcement activities, which include; fingerprinting*, VIN inspections*, lights-out surveys, money escorts, pick-up and storage of lost and found items, as well as other services that benefit the community.</p>	
Responsible Office	UWPD	
Violation Frequency	2022-2023	Alcohol = 91 related cases and 166 violations Drugs = 8 related cases and 8 violations Fatalities = None
	2023-2024	Alcohol = 96 related cases and 165 violations Drugs = 5 related cases and 5 violations Fatalities = None

Violations & Sanctions: When distinguishing between criminal incidents and policy violations, the inconsistency in documentation presented challenges. For example, in cases of removing individuals from the stadium for open container violations, a report was not always generated unless there was a criminal element. Therefore, based on the available data, both criminal and policy violations are generally included unless there was no warning or citation issued. Additionally, all cases referred to court are also referred to the Dean of Students (DoS).

See breakdown of violations and sanctions in Appendix M (UWPD Violations)

Policy	UW Regulation 6-3: Alcohol and Other Drugs Policy
Description	This policy is UW's Drug and Alcohol Abuse Prevention Program required by the Department of Education under the Drug-Free Schools and Communities Act [EDGAR Part 86]. This policy was sunset September 14, 2018; however, this is still the policy entities work from.
Responsible Office	Division of Administration
Copy of Policy	https://www.uwyo.edu/regs-policies/ files/docs/regulations-july-2018/uw_reg_6-3_format_effective_7-1-18.pdf
Policy Appendix	https://www.uwyo.edu/regs-policies/ files/docs/regulations-july-2018/uw_reg_6-3_appendix_a_number_effective_7-1-18.pdf

Violations & Sanctions: Violations and sanctions would either be through UWPD, Dean of Students Office, or Human Resources. See Policy: Employee Handbook (above) and appendices Gb and M ('Student Code of Conduct Violations' and 'UWPD Violations')

Policy	UW Regulation 6-6: Regulating Smoking
Description	"It is the policy of the University of Wyoming to ensure that all of its facilities including public places and places of employment are smoke free"
Responsible Office	Division of Administration
Copy of Policy	https://www.uwyo.edu/regs-policies/ files/docs/regulations-july-2018/uw_reg_6-6_format_effective_7-1-18.pdf

Violations & Sanctions: Violations and sanctions would either be through UWPD, Dean of Students Office, or Human Resources. See Policy: Employee Handbook (above) and appendices Gb and M ('Student Code of Conduct Violations' and 'UWPD Violations')

Policy	Wyoming Union
Description	Sec. 4 Display Case, Poster, and Sign Display: Item B: Universal Guidelines - "Materials which promote or feature alcohol consumption and tobacco products are prohibited."
Responsible Office	Wyoming Union
Copy of Policy	https://www.uwyo.edu/union/ files/unionpolicy24.pdf

AOD-related highlights/ Significant Accomplishments

- 2020-2023. Campus Prevention Network Seal of Prevention
 - As a result of UW's online prevention education (includes AlcoholEdu), UW has earned the Campus Prevention Network Seal of Prevention for the past 4 years (since its inception). To learn more about the Seal visit <https://www.vectorsolutions.com/industries/education/higher-education/campus-prevention-network-seal/>
- 2022. Naloxone Training
 - The HOPES Program Coordinator and the AWARE Program Coordinator attended a fentanyl overdose prevention and Naloxone training at the University of Colorado – Denver campus offered through the Coalition of Colorado Campus Alcohol and Drug Educators.
- 2022. Sober tailgate
 - UW partnered with Colorado State University (CSU) for the Border War football game through Sober AF Entertainment.
- 2022. Inaugural Substance Awareness Week.
- 2023. A-Team & Lifesavers Coalition
 - In the Fall of 2023, the Lifesavers Coalition merged with the A-Team Coalition as an initial effort to create a more comprehensive campus prevention coalition.
- 2023. Inaugural UW Alcohol-Free Tailgate rebranded to Pokes Pregame in 2024
- 2024. Removed the drunk driving DOT car crash display
 - Wyoming DOT used to bring the display to the Arena-Auditorium and/or the War Memorial Stadium for a limited time during the football season, usually around the game against CSU. These kinds of displays are not evidence-based to be effective and can actually cause more harm.

Progress report for previous set of recommendations

Refine foundational documents for HOPES Program, and update AWARE strategic plan

The AWARE Program and HOPES Program have worked together to refine individual program missions and visions, however overall program goals remain aligned. The HOPES Program and the AWARE Program promote the message of personal wellness via guidance, education, research, and collaboration focused on healthy choices about the use of alcohol and other drugs. Formally updating the strategic plan for the AWARE program remains a goal.

Revamp and relaunch CRP

Throughout the 2022-2023 and 2023-2024 Academic Years, AWARE staff (Coordinator and GA) participated in outreach events to market the Collegiate Recovery Program, in an attempt to grow the program into a sustainable student organization. Despite those efforts, student engagement and utilization of the Collegiate Recovery Program (CRP) remained low, and the dedicated space provided for the CRP continued to be under-utilized by students. Efforts by AWARE staff included holding regular office hours/ drop-in hours in the CRP room (dedicated space in the basement of Knight Hall) throughout the 2022-2023 and 2023-2024 Academic Years. Additionally, throughout the 2023-2024 Academic Year, the AWARE graduate assistant assumed the role of President of the organization. The University Counseling Center purchased a custom table cloth for the CRP for tabling events, and AWARE staff regularly attended tabling events to increase exposure of the program to the campus. The UW Union offers tabling opportunities for organizations (open to campus and community members) throughout the week year-round, and AWARE staff participated in regular tabling events throughout the academic year.

Implement Red Watch Band for UW campus

Red Watch Band was adopted by the University of Wyoming Wellness Center during the 2022-2023 Academic Year. See 'Red Watch Band' in the program inventory section above.

Update campus alcohol and other drug policies

Remains a goal and will require collaboration with campus partners including The Office of General Counsel. At the time of creating this report (2022-2023 and 2023-2024 Biennial Review), a working group has been established to update and revise the comprehensive campus substance policy, or DAAPP (Drug and Alcohol Prevention Program).

Program Strengths and Weaknesses

Primary Strengths

A major strength of AWARE and HOPES is that they utilize evidence-based best practices and a comprehensive approach to prevention that has been proven effective across the nation at institutions of higher education (NIAAA, 2002). For its diligent work in this area and close attention to program evaluation, AWARE has received numerous prestigious awards.

Collaboration

A significant strength of the AWARE and HOPES programs are the working alliances and partnerships that have been established with campus, local, state-wide and national organizations.

Campus partnerships

- Dean of Students
- Residence Life and Dining Services
- Admissions
- Athletics
- Fraternity & Sorority Life
- University Police Department
- Associated Students of the University of Wyoming (ASUW)
- Student Health Services
- Various academic departments (Psychology, Counseling, Kinesiology and Health Promotion, etc.)
- Campus Recreation and Wellness Center
- University Counseling Center
- Office of General Counsel

Community partnerships

- Laramie Municipal Court
- Albany County Circuit Court, 2nd Judicial District
- Albany County Prevention Specialists
- Coalition to Prevent Suicide and Substance Abuse (COPSSA)
- Prevention Management Organization of Wyoming
- Laramie Police Department
- Laramie Town Gown Association

State-wide

- Community Colleges (WyoTech and LCCC – Albany County campus)
- Wyoming Department of Health – Substance Abuse Division

Support from students for activities and services

- AWARE is consistently called upon by student organizations to conduct presentations and educational programs and activities
- Students have also been involved in the A-Team Coalition, including joint resolutions brought to City Council with the Student government
- Wellness Assistants and the registered student organization Wellness Ambassadors assist HOPES with presentations, social norming marketing, and events
- Associated Students of the University of Wyoming (ASUW) student government and the Student Wellness Advisory Board (SWAB) work together to bring forward student concerns and find

resolutions. ASUW passed an AOD Special Project for date rape protection products to disperse throughout the UW community as well as community bars. They have also worked on a Medical Amnesty policy proposal, and 83.5% of UW students are in support of enacting some type of medical amnesty policy.

Finally, the strong administrative support and oversight for the AWARE and HOPES programs are a strength. Upper administrative support comes from entities such as the University of Wyoming President, the Vice President of Student Affairs (VPSA), Academic Affairs Office, the Dean of Students Office, ASUW, and a multitude of programs.

Campus administration (University President's Office, Vice President of Student Affairs) provides support through funding for prevention programming, as well as policy creation and enforcement. Additionally, the VPSA office provides support in the administration of the required alcohol misuse prevention course (Alcohol EDU) by not only providing funding for the courses but also by making successful completion of the course a requirement for incoming students. VPSA office also conducts annual reviews of campus departments within Student Affairs wherein departments are required to report student utilization of their programs, as well as evaluating effectiveness of programs. Such oversight is invaluable for the continued growth and improvement of prevention programs such as the AWARE Program and the HOPES Program.

One important way that the Office of Academic Affairs provides support is by allowing access to UW students for prevention programming (such as presentations in classrooms), and also by providing tangible consequences for non-completion of required alcohol misuse prevention training (i.e., if incoming students do not complete the required Alcohol EDU course, a hold is placed on the student's account preventing them from registering for classes the following semester). The Dean of Students Office (DoS) provides support by administering sanctions to students who are found in violation of campus substance policies. The Care and Outreach team resides within the DoS, which provides support for students, including students with concerns about substance use.

Such support is paramount for continued growth and strengthening of our AOD misuse prevention policies and practices. Overall, the strengths of the AWARE and HOPES programs make them healthy and vibrant programs. However, they are not without challenges, which shall be addressed in the following section.

Conduct process and sanctions

Based on the review of the information and data collected for the creation of this report, the University of Wyoming does appear to be consistent in regards to the conduct process and sanctioning of students, staff and faculty regarding violations of substance policies. See Appendices G-b and R-b for information regarding Student Code of Conduct Violations and Athletics Violations. See 'Employee Handbook' under the 'Policy Inventory & Enforcement' above for more information about employee violations.

Continuing education

Both Mr. Svare and Ms. Biertzer are members of NASPA and attend national and regional conferences and workshops.

Challenges/ Weaknesses

Physical location and departmental oversight

The AWARE Program began as a sub-section of the UCC, then was transitioned to the Wellness Center, and is now located within the UCC again. Since the services offered by AWARE are educational, not clinical, its' location in the UCC could be confusing.

Nature of student drinking

The second primary challenge for the AWARE and HOPES Programs stems from the nature of college student drinking. This is a ubiquitous problem and is related to so many factors outside of the current purview of the AWARE Program, that developing a program that is not only meaningful, but effective, is a continual challenge. Therefore, establishing the best practices in program delivery will continue to be critical as AWARE and HOPES further develop strategic plans of action for the next 5-10 years.

Evaluation of prevention efforts

One of the adages of prevention work is "you can't prove something didn't happen." Furthermore, an extensive high quality, valid, and reliable external evaluation is expensive and requires financial resources that are not available within the AWARE or HOPES budget at this time. Therefore, we must begin to look beyond simple numbers and start assessing students based on qualitative changes, which may coincide with behavioral or quantitative changes. The reason for this is obvious, that the programming we do should be meaningful and transformative, and therefore, we need to measure how effective it is in changing the way people see their, and others, AOD use. To create an evaluation plan that captures both qualitative and quantitative measures will indeed continue to be a challenge.

Social perception and acceptance of recreational Marijuana use

In 2014, marijuana was legalized for recreational use in the state of Colorado, and due to its' proximity to Wyoming and the easy accessibility, we will continue to see students who may obtain it legally in Colorado but experience significant legal consequences in Wyoming. During the 2020 election, the surrounding states of Montana and South Dakota approved marijuana ballot measures. In 2021, marijuana was legalized for recreational use in Montana.

Campus-wide prevention initiatives and buy-in

Another challenge for the AWARE and HOPES Programs is weaving prevention activities into the fabric of the University. Though it is imperative for the University to maintain a program whose focus is AOD misuse prevention, the issue goes well beyond a single office. Much the same way that each office thinks about leadership development or diversity initiatives in their programming, so too should offices think through AOD misuse prevention issues. The reason for this campus-wide saturation is the possibility for so many negative ramifications on college campuses. According to the organization College Drinking Prevention, each year, over 1,519 college students die from alcohol related accidents; 696,000 students are hurt by someone else who has been drinking; and 25% report academic impacts of their drinking. None of these reflect the mission of the University and should be a concern to faculty, staff, and students alike.

Lacking robust evaluation of campus-wide efforts regarding AOD policies

Historically, the Biennial Review has included a robust and extensive review and evaluation of the efforts and programs provided by the AWARE Program. Moving forward, it will be important to gather additional data from our campus partners regarding individual organizations' AOD policies, violations and sanctions, as well as any prevention efforts or programming utilized by individual departments. Much progress has been made in this area and campus partners continue to be a valuable asset to AOD prevention programming on campus, as well as to the creation of the Biennial Review. However, fostering and improving partnerships on campus, as well as in the community, will continue to be a focus.

Turnover

Historical and current staff turnover at the University of Wyoming has been and remains a challenge. It has proven to be difficult to build and maintain a robust substance misuse prevention and education program when there is a lack of continuity between stakeholders on campus.

Out-of-date substance policy

UW Regulation 6-3: Alcohol and Other Drugs Policy was sunset on September 14, 2018. However, campus entities continued to utilize UW Regulation 6-3 until March 4, 2024 when the Office of General Counsel published a new Drug and Alcohol Prevention Policy (DAAPP). The new Standard Administrative Policy is named: Alcohol and Drug Abuse Prevention Policy and contains what is required under the Drug Free Schools and Communities Act [EDGAR Part 86]. As of Fall 2024, the Office of General Counsel formed a working group to create an updated policy that covers protocols and procedures regarding alcohol use on campus and at campus functions that were included in UW Regulation 6-3 but not in the new Alcohol and Drug Abuse Prevention Policy.

Annual Distribution Protocol

Distribution of the Drug-Free Schools and Communities Act Annual Notification has been varied. There has not been a consistent protocol in place for either employees or students. UW Regulation 6-3: Alcohol and Other Drugs Policy (sunset in 2018) charged the Vice President for Administration's Office with sending out the Annual Notification to both students and employees. The Alcohol and Drug Abuse Prevention Policy (approved in March of 2024) charges the Division of Student Affairs and the Department of Human Resources to distribute the Annual Notification to students and employees, respectively.

For University students: There is no documentation of the Annual Notice being sent to students.

For University employees: The Annual Notice was sent to all employees in September of 2018, 2019, and 2020. The Annual Notice was not sent to employees in 2021 or 2022. In October of 2023, the Annual Notice was emailed by Human Resources to all employees (see Appendix T).

Previous Biennial Reviews documented the following: Distribution of the Alcohol Policies takes place via a variety of mediums. Each Fall, the Office of General Counsel sends by US Mail a Consumer Information brochure to all registered students and all UW employees. This brochure includes (in fact, it is the major component of the brochure) the Alcohol and Other Drugs Policy in its entirety. Printed copies of this policy are also available to prospective employees through the Human Resources Department. UW employees also receive an 'Annual Notice Regarding the Drug-Free School and Communities Act of 1989, and the Drug-Free Workplace Act of 1988' via email at the start of each Fall semester. The email includes a brief description of the policy, and links to the policy and appendix.

The Alcohol and Other Drugs Policy (UW Regulation 6-3: Alcohol and Other Drugs Policy) is available on the UW website for anyone to access at: https://www.uwyo.edu/regs-policies/files/docs/regulations-july-2018/uw_reg_6-3_appendix_a_number_effective_7-1-18.pdf

The policy is also distributed (in an amended form) to all students who are residents in the Residence Halls—who have added stipulations based on students residing in on-campus housing facilities as well as university apartments. https://issuu.com/uwyorlids/docs/policies_procedures?fr=xKAE9_zU1NQ

Conclusions and Recommendations

In response to UW's 2019 Biennial Review recommendations, we expanded the scope of this review to include a more thorough institutional review, rather than an evaluation of just the AWARE and HOPES Programs. We will continue to add and refine information and data for the Biennial Review in accordance with current recommendations. A list of current recommendations for improvement is included below.

Create and implement protocols for the Annual Notification

While completing this iteration of the Biennial Review, it was noted that the Annual Notification has not been distributed properly following the guidelines under the Drug-Free Schools and Communities Act [EDGAR Part 86]. As such, the HOPES Program Coordinator and AWARE Program Coordinator has already started conversations with Human Resources and the Division of Student Affairs to create and implement a protocol. So far, the Annual Notification has been distributed by email to all credit-bearing students and employees in October 2024. Moving forward, the following is recommended:

For University students: Email the Annual Notification to all credit-bearing students after the last day to add or drop classes of the Fall semester. The Annual Notification should also be distributed to all incoming credit-bearing students in the Spring and Summer semesters. Email the Annual Notification to any new admits after the last day to add or drop classes of the Spring semester. Email the Annual Notification to any new admits at the mid-semester point in Summer to catch the multiple rounds of summer classes. Automate the email to go out at the same time each year for each semester. Task the Vice President of Student Affairs to ensure the Annual Notification is distributed.

For University employees: Email the Annual Notification to all employees in September of each year. Automate the email to go out at the same time each year. The Annual Notification also needs to be distributed to new hires throughout the year. This can either be done through an email automation process or include it in New Hire Orientation. Task the Director of Human Resources to ensure the Annual Notification is distributed.

Update The Office of Scholarships & Financial Aid Policy and Procedure Manual

While reviewing UW's Consumer Information materials, it was noticed that the section referencing drug convictions and financial aid eligibility includes outdated information. Since drug convictions are no longer a factor affecting Title IV eligibility under the FAFSA Simplification Act, this section will be removed, as it appears to have been an oversight during previous updates. A Program Senior Coordinator in the Office will coordinate the necessary changes to ensure the Consumer Information is accurate and aligns with current federal guidance. The Federal Student Aid's checklist for the Consumer Information Drug & Alcohol Prevention section will be used as a framework for UW's annual review to ensure compliance and accuracy.

Update campus AOD policies

All AOD use policies within the University of Wyoming campus should be reviewed and updated as needed in collaboration with General Counsel. Possible updates may include the misuse of legal drugs and a medical amnesty policy. Additionally, the creation of a working group tasked with updating and refining current policies and creating new up-to-date policies remains a priority.

Sunset Collegiate Recovery Program

Due to lack of student interest and involvement, the current Collegiate Recovery Program remains under-utilized. The possibility remains for the CRP to be an active student organization, however without active student participation the CRP is not serving its intended purpose. Should a student, or group of students, wish to activate the Collegiate Recovery Program in the future, the possibility remains for the organization to become active again.

Resources

Personnel

The AWARE Program operates under the direction of the UCC and Director Megan Belville, LPC. AWARE is coordinated by Jason Svare, LPC, a senior staff member of UCC, and supervises one GA position. The HOPES Program operates under the direction of Campus Recreation and Wellness Center and Assistant Director of Wellness Ms. Jennifer Knerr, MS, LAT, ATC. HOPES is coordinated by Aleah Biertzer, M.Ed. and co-supervises a team of Wellness Assistants and Health Promotion Interns.

Funding and Budget

AWARE is funded out of the University's unrestricted general operating budget, which is partially comprised of student fees. The program also obtains a portion of funds from federal grants, particularly, federal financial aid given to GA(s).

Remaining funds are budgeted for online programs including IMPACT Feedback and Vector Solutions (AlcoholEdu & SAPU). What is left can be used for office supplies, educational programming, travel and professional development, coalition maintenance, peer education, running the AES, printing, buying educational materials, etc. A final source of budgetary dollars comes from occasional soft monies, generated through grants or other contributions.

HOPES is funded out of the Campus Recreation and Wellness Center general operating budget, which is comprised of UW student fees. The budget covers one full-time HOPES Program Coordinator and minimal programmatic needs. The UW Athletics Department also provides funds from stadium alcohol sales to cover the costs of a Graduate Assistant.

Software Programs

AWARE is dependent upon four software programs for its day-to-day operations. First, we utilize Microsoft Office 365 which includes Microsoft Teams. Microsoft Teams is utilized for AWARE Staff meetings and a Planner feature which is used to track students through the process of the program. Second, we purchase an annual subscription to IMPACT Feedback to assist with the AWARE surveys. IMPACT Feedback also acts as the primary database and is where student files, release forms, intake and progress notes, and administrative notes are kept. Finally, we use AlcoholEdu for Sanctions as an intervention option for students who have been referred to the AWARE Program. In addition to the four programs listed above, AWARE also utilizes the web interface platform *Zoom* to conduct student meetings virtually. AWARE utilizes a local program which provides an encrypted, HIPAA-compliant version of the software at request. HOPES also utilizes Microsoft Office 365, *Zoom*, and the Vector Solutions platform in which AlcoholEdu, Sexual Assault Prevention, and Mental Well-Being for Students courses reside.

Equipment

Equipment for the AWARE Program is limited and consists of two desktop computers, two printers, one laptop, one projector, one I-Pad, and standard office supplies. Equipment for the HOPES Program is also limited and consists of one desktop computer, one laptop and additional computer monitor, and standard office supplies.

Facilities

The AWARE Program has two offices which are located just outside of the UCC in Knight Hall 336 and 338. All paper files are maintained within the main office of the UCC in Knight Hall 341. The HOPES Program has one office, 107c, located in the Wellness Center within Campus Recreation's Half Acre facility.

Other Resources

The primary resources for the AWARE and HOPES Programs are human resources. There is also an AWARE Program Procedures Manual and staff training binder. Other resources include materials and training provided by the Laramie Police Department, the State of Wyoming Department of Health-Substance Abuse Division, the U.S. Department of Justice Drug Enforcement Administration, NASPA, and the Higher Education Center.

Appendices

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Standard Administrative Policy and Procedure

Subject: Alcohol and Drug Abuse Prevention Policy

Number:

I. PURPOSE

The purpose of this policy is to provide the University of Wyoming (University) community with guidelines for the safe, legal, and responsible use of alcohol, to outline prohibitions for the use of illegal drugs, and to provide appropriate disciplinary sanctions.

This policy is intended to further the educational mission and goals of the University by advocating for individual responsibility; healthy and informed decision-making; the safe, legal, and responsible use of alcohol; and the prohibition of illegal drugs. The University is committed to creating a safe and healthy environment for all members of the University community in which the illegal or inappropriate use of alcohol or illegal drugs does not interfere with learning, performance, employment, residential living, or development.

II. POLICY

The University complies with requirements set forth in the Drug-Free Schools and Communities Act of 1989 (34 CFR Part 86), as amended, the Drug-Free Workplace Act of 1988, plus applicable federal, state, and local laws. The unlawful use, possession, manufacture, dispensation, or distribution of alcohol and illegal drugs and controlled substances is strictly prohibited. Students, faculty, staff, and visitors to the University are required to act reasonably to reduce the risks associated with the use and abuse of these substances and to comply with federal, state, and local laws, and University policies, regarding alcohol, drugs, and controlled substances.

In accordance with the federal regulations listed above, this policy includes:

1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
2. A description of the applicable legal sanctions under federal, state, and local law for the unlawful possession or distribution of illicit drugs and alcohol;
3. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;

4. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
5. A clear statement that the University will impose disciplinary sanctions on students and employees (consistent with federal, state, and local law) and a description of those sanctions. Sanctions could consist of actions up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.

III. PROCEDURE

A. Policy Distribution

This policy will be distributed annually in writing to each employee and those students who are taking one or more classes for any type of academic credit (except for continuing education units), regardless of the length of the student's program of study. This policy will be annually published by the Division of Student Affairs and the Department of Human Resources to each student and employee. The Policy will also be made available through the University's website.

B. Biennial Program Review

1. The University Alcohol Wellness Alternatives, Research & Education (AWARE) Program coordinates with the A-Team, a campus-community coalition that is responsible for helping students address alcohol issues and developing and recommending best practices in policy, prevention, intervention, and enforcement to reduce underage drinking and excessive alcohol use.
2. This policy shall be reviewed at least once every other year by AWARE. The AWARE Coordinator shall file any required reports with the U.S. Department of Education.
3. The biennial program review will assess this policy and the University's programs to:
 - a. Determine its effectiveness and implement changes to the program if they are needed; and
 - b. Ensure that the disciplinary sanctions are consistently enforced.

IV. ABUSE PREVENTION PROGRAMS AND ASSISTANCE SERVICES

A. Students

Students have access to a number of University resources related to alcohol use and abuse prevention. UW offers frequent late-night alcohol-free programming to students through the Late Night Events Committee and 7220 Entertainment, a free shuttle service for students to prevent driving under the influence, conducts educational programs and activities in the residence halls, and supports the A-Team.

All University students may receive alcohol and other drug education and referral services from the AWARE Program in the University Counseling Center (307-766-2187). Those enrolled full-time, or part-time if they have purchased the optional fee package, may receive services from the Student Health Service (307-766-2130). Substance abuse evaluations are conducted through the WellSpring Counseling Clinic (307-766-6820).

Students at the University of Wyoming at Casper (UW-Casper) can receive services for drug and alcohol issues from Casper College Counseling Services (307-268-2267).

B. Employees

All University faculty and staff can receive resources and services related to drug and alcohol abuse prevention in the Laramie community. For outpatient services and detoxification services, employees may receive these services at Volunteers of America (307-745-8915) or Ivinson Memorial Hospital, Behavioral Health Clinic (307-755-4370). Employees may also seek help from a licensed mental health professional of their choice.

Employees at the University of Wyoming at Casper (UW-Casper) can go to Casper College Counseling Services (307-268-2267) for drug and alcohol abuse prevention services.

All University of Wyoming departments can receive consultation on current evidence-based practices for the prevention of alcohol and other drug abuse from the A-Team (766-2187).

C. Community

Students and employees may seek services within the Laramie community for outpatient and detoxification services at Volunteers of America (307-745-8915) or Ivinson Memorial Hospital, Behavioral Health Clinic (307-755-4370), or from a licensed mental health professional of their choice.

V. HEALTH RISKS

Outlined below is a list of substances commonly abused and the health risks associated with them according to the U.S. Drug Enforcement Administration. A complete resource guide is provided by the U.S. Department of Justice; Drug Enforcement Administration.

A. Alcohol

Alcohol (including beer, wine, or liquor) has a high potential for physical and psychological dependence, including increased tolerance. Possible effects include impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in vomiting, respiratory depression, loss of consciousness, and possible death.

Withdrawal may include trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions. Females who drink alcohol during pregnancy may give birth to infants with Fetal Alcohol Syndrome. These infants have irreversible physical and mental abnormalities. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics. Alcohol use is often related to acquaintance assault and failure to protect oneself from sexually transmitted diseases (STDs). Additionally, alcohol related accidents are the number one cause of death in the sixteen (16) to twenty-four (24) year-old age group.

B. Narcotics

Narcotics (including heroin, morphine, hydrocodone, fentanyl, oxycodone, codeine, and others) have a high potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible effects of using narcotics include euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Overdose may result in shallow breathing, clammy skin, convulsions, coma, and death. Withdrawal may include irritability, tremors, panic, nausea, chills, and sweating.

C. Other Depressants

Other depressants [including GHB or liquid ecstasy, benzodiazepines (Valium and Xanax), benzodiazepine-like agents (Ambien), and barbiturates] have a potential for both physical and psychological dependence as well as a resulting increased tolerance. The possible side effects include slurred speech, disorientation, appearance of intoxication, and impaired memory. Overdose may result in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, and possible death. Withdrawal may include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

D. Stimulants

Stimulants (including cocaine, methamphetamine, and methylphenidate) have a possible risk of physical dependence and high risk for psychological dependence. Tolerance can develop in all stimulants. The possible side effects include increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, and decreased appetite. Overdose may result in agitation, increased body temperature, hallucinations, convulsions, and possible death. Withdrawal may result in apathy, long periods of sleep, irritability, depression, and disorientation.

E. Hallucinogens

Hallucinogens [including MDMA, LSD, Phencyclidine (PCP), and others] are less likely to result in physical dependence, with the exception of phencyclidines and analogs, and vary in terms of psychological dependence, ranging from none to moderate (MDMA) to high (phencyclidine and analogs). Tolerance can develop. Possible effects include heightened senses, teeth grinding, dehydration, hallucinations, and altered perception of time and distance. Overdose may result in increased body temperature and cardiac arrest for MDMA and more intense episodes for LSD. Some hallucinogens may result in muscle aches and depression during withdrawal or may result in drug seeking behavior.

F. Cannabis

Cannabis includes marijuana, tetrahydrocannabinol (THC), and hashish or hashish oil. All may result in moderate psychological and physical dependence. Tolerance can develop in all forms. Possible effects include euphoria, relaxed inhibitions, increased appetite, and disorientation. Overdose may result in fatigue, paranoia, and possible psychosis. Withdrawal may occasionally result in insomnia, hyperactivity, and decreased appetite.

G. Anabolic Steroids

Anabolic Steroids (including testosterone and others) may result in psychological dependence. Less is known as to their potential for physical dependence and increased tolerance levels. Possible effects may include virilization, edema, testicular atrophy, gynecomastia, acne, and aggressive behavior. Effects of overdose are unknown. Withdrawal could include depression.

H. Inhalants

Inhalants (including amyl and butyl nitrite, nitrous oxide, and others) vary in their level of psychological dependence, with less known about their potential for physical dependence and tolerance. Possible effects may include flushing, hypotension, headache, impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in

methemoglobinemia, vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may result in agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

I. Additional Information

Additional health risks associated with alcohol and drug abuse can be found at the following:

1. Department of Justice, Drugs of Abuse
2. National Institute of Alcohol Abuse, and Alcoholism, Alcohol's Effect on the Body
3. Center for Disease Control and Prevention, Fact Sheets- Alcohol Use and Your Health
4. National Institute on Drug Abuse

VI. UNIVERSITY SANCTIONS AND ENFORCEMENT

Anyone who violates federal, state, or local law regarding alcohol or other drugs is subject to criminal and civil sanctions and enforcement. In addition, disciplinary and administrative sanctions can be issued by the University. University disciplinary sanctions for the possession and sale of illegal drugs and alcohol could result in restrictions set forth by respective departments, termination of University enrollment or employment, and the following sanctions listed below.

A. Violations by Students or Student Groups

Students (or student groups) of the University acting in violation of this policy may be subject to legal sanctions and will be referred to the Dean of Students for disciplinary action, based on the Student Code of Conduct.

B. Violations by Employees

Employees of the University acting in violation of this policy may be subject to legal sanctions and disciplinary action pursuant to the University's established policies, as outlined in the University of Wyoming Employee Handbook and other applicable UW Regulations, policies, and procedures.

C. Violations by Non-University Employees and Guests

The University of Wyoming Police Department is responsible for handling suspected violations of this policy by invitees, contracted workers, visitors, or guests while on University owned or controlled property.

VII. LAWS AND REGULATIONS

In addition to University sanctions and enforcement, drug and alcohol violations can carry federal, state, and local criminal penalties.

A. Federal Drug Laws

1. Federal law prohibits the trafficking and illegal possession of controlled substances, as outlined in 21 United States Code, Sections 841 and 844.

Depending on the amount and type of controlled substance(s) possessed, violation of this code for a first offense may result in up to life in prison and a fine of not more than \$10 million for an individual, and up to life in prison and a fine of not more than \$50 million if not an individual.

Violation of this code for simple possession, 21 USC §844, ranges from not more than twenty (20) years imprisonment and a fine of a \$1,000.

2. For the most current and complete information regarding Federal penalties for drug trafficking, visit the U.S. Drug Enforcement Administration Federal Trafficking Penalties.

B. State Laws

1. Underage Drinking

The legal drinking age is twenty-one (21) years old. It is illegal for anyone under twenty-one (21) to purchase, attempt to purchase, solicit, dispense, sell, possess, or consume alcoholic beverages in Wyoming, with few exceptions, such as consuming alcohol at home in the presence of a parent, legal guardian, or adult spouse who is over twenty-one (21) years old or serving alcohol in a restaurant. (Wyo. Stat. Ann. § 12-6-101)

Violation of this statute may result in imprisonment of not more than six (6) months and a fine of not more than \$750.00.

2. False Identification

Any person who is under the age of twenty-one (21) and attempts to purchase alcoholic beverages with false identification, regardless of how the false identification was obtained, will be guilty of a misdemeanor. (Wyo. Stat. Ann § 12-6-101)

Violation of this statute may result in imprisonment of not more than six (6) months and a fine of not more than \$750.00.

3. **Open Containers**

No person shall consume, transport, or possess any alcoholic beverage in a motor vehicle while it is operating on a public street or highway unless the alcoholic beverage is unopened and sealed or in the trunk or compartment not readily accessible to the driver. (Wyo. Stat. Ann. § 31-5-235)

Violation of this statute, for a first conviction, may result in a fine up to \$200.00; for a second conviction within one (1) year of the first conviction, imprisonment up to thirty (30) days and a fine up to \$300.00; for a third conviction within one (1) year of the first conviction, imprisonment up to six (6) months and a fine up to \$500.00.

4. **Driving Under the Influence**

No person shall drive or have actual physical control over a motor vehicle with a blood alcohol content (BAC) of at least 0.08% alcohol or, due to alcohol or controlled substances, is incapable of safely driving a motor vehicle. (Wyo. Stat. Ann. § 31-5-233)

Violation of this statute, for a first conviction, may result in imprisonment up to six (6) months and fine up to \$750.00; for a second conviction within ten (10) years of the first conviction, imprisonment for not less than seven (7) days nor more than six (6) months and a fine not less than \$200.00 nor more than \$750.00; for a third conviction within ten (10) years of a previous conviction, imprisonment for not less than thirty (30) days nor more than six (6) months and a fine not less than \$750.00 nor more than \$3,000.00. A fourth or subsequent conviction for driving under the influence within ten (10) years of a previous conviction is a felony punishable by imprisonment of not more than seven (7) years and a fine not more than \$10,000.

- a. Serious Bodily Injury. Driving under the influence resulting in serious bodily injury, as described in Wyo. Stat. 6-1-104(a)(x), may result in imprisonment of not more than ten (10) years and a fine of not less than \$2,000.00 nor more than \$5,000.00. (Wyo. Stat. Ann. § 31-5-233).
- b. Child Passenger. Any person eighteen (18) years or older driving under the influence with a child passenger shall be imprisoned for not more than one (1) year and pay a fine of not more than \$750.00. (Wyo. Stat. Ann. § 31-5-233).

In addition to all sanctions described above, those convicted of driving under the influence are subject to possible driver's license revocation and other alternatives by the Wyoming Courts or Department of Motor Vehicles.

5. Illicit Drugs

- a.** It is unlawful for any person to manufacture, deliver, or possess a controlled substance without a valid prescription and with the intent to manufacture or deliver it. It is also unlawful for any person to create, deliver, or possess with the intent to deliver, a counterfeit substance. (Wyo. Stat. Ann. § 35-7-1031)
- b.** It is unlawful for any person to possess a controlled substance unless it is possessed due to a lawful prescription or by a practitioner acting in the course of their professional practice. Sanctions under this statute depend on the amount and type of controlled substance in someone's possession. (Wyo. Stat. Ann. § 35-7-1031)

The following may result in imprisonment for not more than twelve (12) months and a fine of not more than \$1,000.00:

- i.** Possession of no more than three (3) ounces of a controlled substance in plant form;
- ii.** Possession of no more than three-tenths of an ounce of LSD or a controlled substance in liquid form;
- iii.** Possession of no more than three (3) grams of a controlled substance in power, crystalline, pill or capsule form and;
- iv.** Possession of no more than five-tenths of a gram of "Crack" cocaine.
- c.** Possession of methamphetamine or a Schedule I or II narcotic drug greater than three (3) grams may result in imprisonment of not more than seven (7) years and a fine of not more than \$15,000.
- d.** Possession of a Schedule I, II, or III controlled substance, which is not methamphetamine or a narcotic drug, in greater amounts than those listed in Section 5.b. may result in imprisonment of not more than five (5) years and a fine of not more than \$10,000.00.
- e.** Possession of a Schedule IV controlled substance in greater amounts than those listed in Section 5.b. may result in imprisonment of not more than two (2) years and a fine of not more than \$2,500.00.
- f.** Possession of a Schedule V controlled substance may result in imprisonment of not more than one (1) year and a fine of not more than \$1,000.00.

C. Local City Ordinances

The following ordinances are in addition to the above Wyoming State Statutes and can be charged alongside state laws.

1. Laramie

- a. Driving Under the Influence- Youthful Offender. No one person under the age of twenty-one (21) shall operate or be in actual physical control of a vehicle with a BAC of 0.02% or more. (Ord. No. 10.24.200)

Violation of this ordinance, for a first conviction, may result in a fine of not more than \$750.00; for a second conviction within one (1) year of the first conviction, imprisonment of not more than one (1) month and a fine of not more than \$750.00; for a third or subsequent conviction within two (2) years of the first conviction, imprisonment for not more than six (6) months and a fine of not more than \$750.00.

- b. Refusal of Chemical Test: No person shall refuse to take a chemical test when requested to do so by a peace officer within the city pursuant to a lawful arrest for driving under the influence. (Ord. No. 10.24.045)

Violation of this ordinance, for a first offence, may result in imprisonment for not less than seven (7) days nor more than six (6) months and a fine not less than \$200.00 nor more than \$750.00; for a second or subsequent offense, imprisonment of not less than thirty (30) days and not more than six (6) months. (Ord. No. 10.24.046)

- c. Disorderly Conduct. A person in any public place, or private place without permission, who is under the influence of alcohol or drugs, or both, and is unable to care for his or her own safety or the safety of others or obstructs the free use of streets, sidewalks, or public ways could be found guilty of disorderly conduct if they act with the intent to cause inconvenience, annoyance, alarm, or carelessly create a risk. (Ord. No. 9.12.130)

Violation of this ordinance may result in a fine of not more than \$750.00.

- d. Possession of Controlled Substances. No person within the city limits shall knowingly or intentionally possess a controlled substance without a valid prescription or under a valid order of

practitioner acting in the course of their professional practice. (Ord. No. 9.12.250)

Violation of this ordinance may result in a fine of not more than \$750.00.

- e. Use of a Controlled Substance. No person shall knowingly or intentionally use or be under the influence of a controlled substance except when prescribed or under the direction of a licensed practitioner. (Ord. No. 9.12.255)

Violation of this ordinance may result in a fine of not more than \$750.00.

- f. Minors Drinking in Dwellings Prohibited. No owner, renter, lessee, or occupant of any residence or apartment within the city shall knowingly permit the consumption of alcohol by any person under the age of 21 upon the premises, unless otherwise allowed under Wyoming law. (Ord. No. 9.12.270)

Violation of this ordinance may result in a fine of not more than \$750.00.

2. Casper

- a. Possession of Marihuana. It is unlawful for anyone to possess marihuana, except as otherwise provided by law. (Ord. No. 9.28.010)

Violation of this ordinance may result in a fine of not more than \$750.00.

D. Disclaimer

1. This information is provided as a general summary of the major applicable laws. Laws are frequently amended and reinterpreted, and the application of law to specific situations generally requires an analysis of all of the facts and circumstances.
2. If you are charged with a crime, it is a good idea to seek the advice of an attorney. Updates to these laws are generally reflected on the websites mentioned here, but individuals are ultimately responsible for knowing the laws. This information should not be substituted for specific legal advice.

3. The Student Code of Conduct and University regulations and policies are campus behavior and safety standards that may result in sanctions, educational outcomes, or penalties that are independent of any criminal considerations.
4. Violation of the federal, state, and local laws referenced above may also be a violation of the Student Code of Conduct or other University regulations and policies and could result in University sanctions as well.

Responsible Division/Unit: Division of Student Affairs and Department of Human Resources

Source: Drug Free Schools and Community Act of 1989

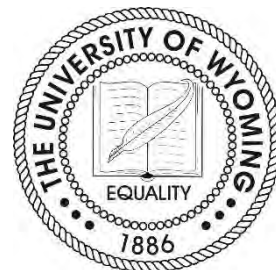
Links: <http://www.uwyo.edu/regs-policies>

Associated Regulations, Policies, and Forms: None

Approved: 3/4/2024

Appendix A-b

UNIVERSITY OF WYOMING REGULATIONS**Subject:** Alcohol and Other Drugs Policy**Number:** UW Regulation 6-3

**I. AUTHORITY AND JURISDICTION****A. Authority**

Authority to implement this Regulation and to issue and enforce an Alcohol and Other Drugs Policy is vested in the Vice President for Administration or designee. The authority to apply for a special malt beverage permit from the City of Laramie for the Wyoming Union building is vested in the Board of Trustees or its designee.

B. Jurisdiction

This policy shall apply to all University students, employees and visitors. The University shall have jurisdiction over violations of this policy that occur on University premises, or at University-sponsored or University-supervised events, or that have an adverse impact on the University. Violations of this policy may subject individuals to sanctions pursuant to University regulations.

II. POLICY CONTENT

The Alcohol and Other Drugs Policy shall address, but is not limited to: (a) health risks, (b) abuse prevention programs and assistance services, (c) laws and regulations, and (d) sanctions and enforcement. The policy is attached as Appendix A.

III. REVISION, APPROVAL, AND EFFECTIVE DATE

The Vice President for Administration shall be responsible for revisions of the Alcohol and Other Drugs Policy, which shall become effective from the date of approval by the Vice President for Administration.

IV. NOTIFICATION TO STUDENTS AND EMPLOYEES

This policy shall be distributed or made available annually in writing or electronically to each employee and to each student enrolled at the University of Wyoming.

Responsible Division/Unit: Division of Administration

Source: None

Links: <http://www.uwyo.edu/regs-policies>

Associated Regulations, Policies, and Forms: Appendix A to UW Regulation 6-3 (Alcohol and Other Drugs Policy)

History:

University Regulation 39, Revision 3; adopted 7/17/2008 Board of Trustees meeting

Revisions adopted 9/12/2014 Board of Trustees meeting

Reformatted 7/1/2018: previously UW Regulation 2-39, now UW Regulation 6-3

Appendix A to UW Regulation 6-3

University of Wyoming Alcohol and Other Drugs Policy

I. INTRODUCTION

A. Purpose

The purpose of this policy is to provide the university community with guidelines for the safe, legal, and responsible use of alcohol, to outline prohibitions for the use of illegal drugs, and to provide appropriate disciplinary sanctions.

B. Statement of Philosophy

The University of Wyoming Alcohol and Other Drugs Policy is intended to further the educational mission and goals of UW by advocating for individual responsibility, healthy and informed decision-making, and the safe, legal, and responsible use of alcohol and the prohibition of illegal drugs. The University of Wyoming is committed to creating a safe and healthy environment for all members of the University community in which the illegal or inappropriate use of alcohol or illegal drugs does not interfere with learning, performance, employment, residential living, or development.

C. Authority

Authority for establishment and implementation of this policy derives from UW Regulation 2-3 and is vested in the Vice President for Administration or designee.

D. Application of laws, regulations, and policy

The University of Wyoming complies with requirements set forth in the *Drug-Free Schools and Communities Act of 1989*, the *Drug-Free Workplace Act of 1988*, and amendments thereto, plus applicable federal, state, and municipal laws. The unlawful uses, possession, production, manufacture, and distribution of alcohol and illegal drugs and controlled substances is strictly prohibited. Students, faculty, staff, and visitors to the University are required to obey 1) federal, state, and municipal laws regarding alcohol, drugs, and controlled substances, and 2) UW policies regarding alcohol and illegal drugs, and to act reasonably to reduce the risks associated with use and abuse of these substances. This policy governs all service of alcohol on University owned or controlled property and facilities, including locations supporting UW outreach programs, recognized student organization activities, and student exchange programs.

E. Policy distribution

The Alcohol and Other Drugs Policy will be published and distributed annually by the Vice President for Administration's Office to each student and employee. The Policy shall also be made available through the University's electronic information system.

F. Biennial program review

The alcohol and drug program shall be reviewed at least once every other year by the University's Alcohol, Wellness Alternatives, Research and Education (AWARE) Coordinator, who shall file required reports with the U.S. Department of Education.

II. HEALTH RISKS

A. Alcohol. Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a vehicle safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts. Alcohol is often a major factor in crimes committed both on campus and off campus. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

For current research on the health effects of alcohol, refer to the National Institute on Alcohol Abuse and Alcoholism at www.niaaa.nih.gov

B. Illegal Drugs. Drugs such as marijuana, cocaine, hallucinogens, narcotics, anabolic steroids, amphetamines, and methamphetamines are regulated because they often have a powerful impact on the body and its systems. A description of health risks associated with the use of illegal drugs is printed in the *Student Handbook & Planner*. For current research on the health effects of drugs, refer to the National Institute on Drug Abuse website at www.nida.nih.gov

III. ABUSE PREVENTION PROGRAMS AND ASSISTANCE SERVICES

- A.** The University of Wyoming actively works toward reducing the misuse of alcohol and the harmful consequences associated with alcohol abuse through the implementation of research-based practices. UW offers late-night alcohol-free programming to students through the Campus Activities Center, a free shuttle service for students to prevent driving under the influence, conducts educational programs and activities in the residence halls, and supports the A-Team, which is a campus-community coalition that addresses alcohol issues. In addition, the UW Alcohol Wellness Alternatives, Research & Education (AWARE) Program provides education, prevention, and intervention services to the university and community.

- B.** All University of Wyoming students may receive alcohol and other drug education and referral services from the Alcohol Wellness Alternatives, Research & Education (AWARE) Program in the University Counseling Center (766-2187). Those enrolled full-time, or part-time if they have purchased the optional fee package, may receive services from the Student Health Service (766-2130). Substance abuse evaluations are conducted through the Counselor Education Training Clinic on campus (766-6820). Also, students may seek services in the community, incurring the charges themselves, at Peak Wellness Center (745-8915) for outpatient services, Iverson Memorial Hospital, Behavioral Health Clinic (742-0285) for outpatient and detoxification services, or from a mental health professional listed in the telephone directory. Students at the University of Wyoming at Casper (UW-Casper) can receive services for drug and alcohol issues from Casper College Counseling and Student Development Services (268-2201).

- C.** All University of Wyoming faculty and staff can receive services for drug and alcohol issues in the Laramie community at Peak Wellness Center (745-8915) for outpatient services, Iverson Memorial Hospital, Behavioral Health Clinic (742-0285) for outpatient and detoxification services, or from a mental health professional listed in the telephone directory. Faculty and staff may also receive, free of charge, a single session crisis intervention and referral consultation for drug and alcohol issues at the University Counseling Center (766-2187). Employees at the University of Wyoming at Casper (UW-Casper) are directed to Casper College Counseling and Student Development Services (268-2201) for drug and alcohol issues.

- D.** All University of Wyoming departments can receive assistance with alcohol policy development, and can receive consultation on current evidence-based practices for the prevention of alcohol and other drug abuse from the campus-community coalition called the A-Team (766-2187).

IV. LAWS AND REGULATIONS

All use and distribution of alcohol is subject to federal, state, and local laws and regulations, which include the duties and prohibitions listed below. University employees and students may be subject to additional restrictions set forth by their respective departments.

A. Wyoming Laws

1. In accordance with the laws of the State of Wyoming, it is illegal for any person to use, possess or distribute illegal drugs or other controlled substances except as expressly permitted by law.
2. In accordance with the laws of the State of Wyoming, it is illegal for any person under the age of 21 to consume, possess, or otherwise have access to alcoholic beverages.
3. No person or organization may sell, furnish, or give alcoholic beverages to any person under the age of 21.
4. Open containers are not permitted in open areas without first obtaining an authorized permit from the University of Wyoming to possess, consume, and/or serve alcoholic beverages. This includes areas within university academic departments or other university owned or controlled properties. Permission can be requested from the Vice President for Administration using the form in Appendix A.

B. University of Wyoming Regulations

All departmental policies and processes related to alcohol and other drug issues are subject to the *Student Code of Conduct* (per UW Regulation 11-1) in addition to departmental processes.

1. Alcohol regulations

a. Possession, Service, and Consumption of Alcoholic Beverages on Campus and in University Owned or Controlled Facilities.

The Vice President for Administration, or designee, may authorize the temporary possession and/or consumption of alcoholic beverages on the University campus or in University owned or controlled facilities. A written request must be submitted to the Vice President for Administration for the temporary possession and/or consumption of alcoholic beverages at any special events in University facilities. Such temporary authorization shall be made pursuant to the requirements of the law and the best interests of the University. The request form can be found in Appendix A.

- i. Non-alcoholic beverages must be available at all functions when alcoholic beverages are served.
- ii. No public funds of the University may be used in payment for alcoholic beverages.
- iii. When feasible, servers of alcoholic beverages are expected to have participated in server training.

b. Possession, Service, and Consumption of Alcoholic Beverages in University owned or Controlled Living Units

- i. The Executive Director of Residence Life, Dining Services, and the Wyoming Union has the authority to designate specific University owned or controlled living units where alcohol consumption by individuals aged 21 or older is permitted.
- ii. Any consumption of alcoholic beverages in University owned or controlled living units is subject to the guidelines set forth by the University's *Student Code of Conduct* and the Department of Residence Life's *Responsibilities & Rights*, and all applicable laws and ordinances.
- iii. It is the responsibility of the Executive Director of Residence Life, Dining Services, and the Wyoming Union to ensure compliance with and enforcement of this Alcohol and Other Drugs Policy, as well as such state and local laws as may apply, in University owned or controlled living units.

c. Regulations for the Operation of a Malt Beverage Service and Facilities in the Wyoming Union

- i. The Trustees of the University may on a yearly basis apply for a special malt beverage permit by which malt beverages may be served in a regular designated malt beverage dispensing room, and temporary dispensing areas for special events, within the Wyoming Union.
- ii. It is the responsibility of the Director of the Wyoming Union to ensure compliance with and enforcement of this Alcohol and Other Drugs Policy, as well as such state and local laws as apply, to the Wyoming Union and the service of malt beverages. This shall include the design and implementation of a server training program. Because the Wyoming Union has been issued a malt beverage liquor license, it is not required to seek a dispensing permit from the Vice President, for areas covered by the license.

iii. The Trustees of the University, as the holder of the special malt beverage permit, have final authority in the administration of the malt beverage facility and may prohibit or suspend the dispensing of malt beverages upon receiving information that violations of law or this regulation have occurred to a degree that in their judgment would warrant such action.

d. Regulations for the Operation of a Liquor Establishment at Jacoby Golf Course

It is the responsibility of the Director of Jacoby Golf Course to ensure compliance with and enforcement of this Alcohol and Other Drugs Policy, as well as such state and local laws as apply, at the Jacoby Golf Course. Because the Jacoby Golf Course has been issued a liquor license, it is not required to seek a dispensing permit from the Vice President.

e. Substance Abuse Policy and Use of Alcohol at Athletics and/or Special Events

i. Any student participating in intercollegiate athletics at the University of Wyoming must comply with the *University of Wyoming Department of Athletics Substance Abuse Policy* and the *Student Code of Conduct*. Student athletes are subject to drug testing procedures outlined by the NCAA and the UW Department of Intercollegiate Athletics.

ii. Vendors will be allowed to sell beer and wine at University Athletic and/or Special Events pursuant to an agreement between the vendor and the University. Vendors must have a current liquor license through the State of Wyoming.

ii. It is the responsibility of the Director of Intercollegiate Athletics to ensure compliance with and enforcement of this Alcohol and Other Drugs Policy, as well as such state and local laws as apply, at all University of Wyoming athletic events.

f. Alcohol Consumption and Individuals Under the Influence

i. Employees, outside vendors, and contractors of the University may not consume alcoholic beverages while at their workstations or while on duty unless specifically authorized (e.g., an approved special event).

ii. Employees, outside vendors, and contractors of the University are not permitted to be drunk while on duty.

g. University of Wyoming Employees Performing Safety-Sensitive Functions

The following pertains to those University of Wyoming employees who perform safety-sensitive functions in the performance of their respective job duties; all employees who are required to hold a Commercial Drivers License (CDL) in order to perform their respective job duties; and, all successful applicants for such positions. The University of Wyoming prohibits any use of alcohol and/or non-prescribed controlled substances on the job. This prohibition includes evidence of alcohol or controlled substances use that may impair the employee's ability to successfully perform job duties. Designated employees are subject to alcohol and drug testing procedures set forth by the University of Wyoming and the Wyoming Department of Transportation.

h. Alcohol Advertising and Sponsorship

Advertising of any alcoholic beverages is prohibited unless permitted by the Vice President for Administration. Advertising of alcoholic beverages in publications under the purview of the Student Publications Board is controlled by that board.

2. Drug regulations

a. Drug-free Workplace Policy

The University of Wyoming is committed to the development and maintenance of a drug-free environment. It is the policy of the University of Wyoming that the unlawful manufacture, sale, distribution, dispensing, use, or possession of any controlled substance by employees is prohibited while on the job or on University owned or controlled property.

b. Definitions

- i. "Controlled substance" means a controlled substance in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812), and as further defined by regulations at 21 CFR 1300.11 through 1300.15.
- ii. "Conviction" means a finding of guilt (including a plea of *nolo contendere*) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the Federal or State criminal drug statutes.
- iii. "Criminal drug statute" means a Federal or non-federal criminal statute involving the manufacture, sale, distribution, dispensing, use, or possession of any controlled substance.

c. Administrative Procedure

In support of this policy, the University will:

- i. Notify each University employee and each student employee that, as a condition of employment, the person, once so employed, must abide by the terms of the policy, and must notify his/her supervisor and the Human Resources Department of any criminal drug statute conviction for a violation occurring in the workplace, no later than five days after such conviction;
- ii. Notify the appropriate federal agency within ten days after receiving notice of criminal drug statute conviction of any employee engaged in performance of the grant or contract;
- iii. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this policy.

V. SANCTIONS AND ENFORCEMENT

Anyone who violates federal, state, or local law regarding alcohol or other drugs is subject to prosecution and punishment by criminal and civil authorities in addition to disciplinary or administrative sanctions issued by the University. Pursuant to the educational goals and mission of the University of Wyoming, violators of this Alcohol and Other Drugs Policy are subject to the disciplinary actions listed below.

A. Infractions by Students or Student Groups

Students (or student groups) acting in violation of this Alcohol and Other Drugs Policy will be referred to the Dean of Students for disciplinary action, based on the *Student Code of Conduct*.

1. Any student who is cited for an alcohol or other drug offense (Minor in Possession, and/or Minor Under the Influence, etc.) in the University Residence Halls or Apartments will be directed to the Executive Director of Residence Life, Dining Services, and the Wyoming Union or designee for disciplinary action and participation in the Alcohol Wellness Alternatives, Research & Education (A.W.A.R.E.) Program.
2. Any student cited for an alcohol or other drug offense (Minor in Possession, and/or Minor Under the Influence, etc.) whose conduct was deemed disorderly on University property, not within the jurisdiction of the Departments of Residence Life or Dining Services, may be handled by a University Hearing Officer appointed by the Dean of Students Office for disciplinary action and participation in the Alcohol Wellness Alternatives, Research & Education (A.W.A.R.E.) Program.

3. Any student who destroys property or inflicts harm on another person while under the influence of alcohol or other drugs on University owned or controlled property may be subject to criminal action and may be subject to more severe University disciplinary sanctions, such as dismissal, suspension, and/or fines or those sanctions set forth in the *Student Code of Conduct*.

B. Infractions by Employees

Employees of the University who violate this policy are subject to disciplinary action pursuant to the University's established policies, as outlined in the Employee Handbook.

C. Infractions by non-University Employees and Guests

The University of Wyoming Police Department is responsible for handling suspected violations of this policy by invitees, contracted workers, visitors or guests on University owned or controlled property.

VI. DOCUMENTS CITED IN THIS POLICY

UW Regulation 11-1 – <http://www.uwyo.edu/regs-policies>

UW Regulation 6-3 – <http://www.uwyo.edu/regs-policies>

Student Code of Conduct – <http://www.uwyo.edu/dos/conduct/>

Students' Responsibilities and Rights for Residence Halls & Dining Services –

http://www.uwyo.edu/reslife-dining/_files/halls/policies-and-procedures2016web.pdf

University of Wyoming Department of Athletics Substance Abuse Policy – <http://wyo-platform-prod.silverchalice.co/v3/files/579a5c18e4b00dc66da6b9fb> (pages 9-17)

Drug-Free Schools and Communities Act of 1989 –

Drug-Free Workplace Policy of 1988 – 41 U.S.C. 701

Request for Permission to Serve Alcohol – Appendix A

Malt Beverage Service in the Wyoming Union – Appendix B

APPENDIX A

REQUEST FOR PERMISSION TO SERVE ALCOHOL ON UNIVERSITY OF WYOMING PROPERTY

- 1) Name of event_____
- 2) Date_____
- 3) Event start time: _____ Event end time: _____
- 4) Sponsoring organization/individual_____
- 5) Person making request_____
- Address_____
- _____
- Telephone_____ Email_____
- 6) Desired location_____
- 7) Description of event_____
- _____
- 8) All activities involved with this planned event will be in accordance with the applicable University policies, procedures, and regulations.
- 9) Food and non-alcoholic beverages are required at events serving alcohol. The following food and non-alcoholic beverages will be available _____
- _____
- 10) The service of alcohol and responsibility for age verification and responsible drinking at the event rests on the sponsoring organization/individual in compliance with University of Wyoming regulations. When feasible, servers of alcoholic beverages are expected to have participated in server training. How will appropriate staff and security determine the verification of age and compliance?_____
- _____

- 11) It is the responsibility of the sponsoring organization/individual to post one 8-1/2" x 11" sign at each bar stating that alcohol will not be served to persons under age 21.
- 12) Alcohol will be delivered to the event site by _____
Date _____ Time _____
Leftovers will be picked up by _____
Date _____ Time _____
- 13) It is University policy that no State of Wyoming funds be used to purchase alcohol.
Alcohol will be purchased by _____
using University Account # (if applicable) _____

Signature of Sponsor's Representative _____

Date signed _____

Sponsoring Organization _____

Additional Information _____

OFFICE USE ONLY

Approved _____ Not Approved _____

Comments _____

Vice President for Administration (or designee)

Date

APPENDIX B

Regulations for the Operation of a Malt Beverage Service and Facilities in the Wyoming Union

1. GENERAL INFORMATION. The Trustees of the University may, on a yearly basis, apply for a special malt beverage permit from the City of Laramie for the Wyoming Union building by which malt beverages may be served in a regular designated malt beverage dispensing room, and temporary dispensing areas for special events, within the Wyoming Union.

2. MALT BEVERAGE FACILITY AND PROVISIONS FOR DISPENSING.

a. The malt beverage service and facilities shall be located in that portion of the Wyoming Union as are described in the approved application for the special malt beverage permit.

b. Malt beverages shall be consumed only in the designated dispensing room area.

c. The furnishing or sale of malt beverages in the Wyoming Union is restricted solely to the holder and designated seller for the specified service area, and other individuals, groups or associations will not be allowed to bring alcoholic beverages onto the premises of the Wyoming Union for sale or consumption by themselves or others without approval by the Vice President for Administration.

d. The hours during which the malt beverage facility shall be available to serve malt beverages shall not exceed the following:

(1) Monday through Thursday, 3:00 p.m. to 10:00 p.m.

(2) Friday, 3:00 p.m. to 12:00 midnight

(3) Saturday, 10:00 a.m. to 12:00 midnight

For reasons related to economic trends, factors in utilization or problems of management, the Director of the Wyoming Union, in consultation with the Wyoming Union Board, may further limit these hours.

e. The clientele for which the malt beverage facility is intended includes students, University personnel, alumni, and University guests. During the hours of operation, only persons who are 21 years of age or older, as required by state and federal law, and who present appropriate government-issued identification will be served malt beverages in the facility.

Individuals who fail to properly identify themselves or who refuse to peaceably leave the premises upon request by the management of the malt beverage facility shall be subject to prosecution pursuant to Wyoming Statutes. Misconduct by students may also be subject to University disciplinary action in accordance with UW Regulation 11-1 and the *Student Code of Conduct*.

f. During hours other than those designated for the dispensing of malt beverages, the dispensing facilities shall be closed and malt beverages shall not be consumed on the premises; however, at such times, the general premises approved for this facility may be used for alternative purposes including activities for persons under the age of 21.

g. Lunches, foods, snack items, non-alcoholic beverages and related condiments may be made available for consumption in the malt beverage facility during the hours it is in operation.

h. It is the responsibility of the management of the malt beverage facility to refuse to sell malt beverages to any person who is or becomes obviously incompetent due to the influence of alcohol or who is a habitual source of behavioral problems in the malt beverage facility area.

i. Determinations regarding appropriate staffing and security for the malt beverage facility are the responsibility of the Director of the Wyoming Union.

Appendix B-a

	A		C
1	Mission : The AWARE program strives to utilize best practices in providing drug and alcohol education and prevention programming for the University of Wyoming campus and community. The AWARE program promotes a standard of wellness in regard to healthy choices surrounding alcohol use and the prevention of illicit drug use by college students.		
2	Vision : Students are empowered to make educated and responsible decisions surrounding alcohol and other substance use.		
3	Goals		Progress/Data
4	1) Decrease overconsumption of alcohol by UW students		AlcoholEDU Data: 19% students were drinking in a high risk way mid-way through the semester as opposed to 32% in 2008
5	2) Provide evidence-based and effective alcohol abuse and substance abuse prevention education to UW community		AlcoholEDU for sanctions, group alcohol education seminar, and BASICS offered for alcohol violations; modified BASICS offered for marijuana violations
6	3) Lead and maintain and campus-community coalition to address policies and strategies to prevent alcohol abuse		A-Team remains active and has brought resolutions to city council and the board of trustees regarding responsible use of alcohol.
7	4) Further research into college student behaviors regarding alcohol use and substance abuse		Marijuana focus group study completed and informed new outreach protocol

	A	B	C
8	5) Provide enriched and rigorous training to workforce (graduate assistants and peer educators)	X	Training seminars and case presentations required for current graduate assistant staff; new research on AOD topics shared and discussed on a regular basis during staff meetings; rigorous training week at the beginning of each fall semester for all graduate assistants. For peer educators: alcohol education outreach performed in spring of 2016 with all new wellness ambassadors
9	6) Remain an advocate and resource for students in recovery	X	Temporary dedicated space obtained in 2018-2019 and RSO is currently under AWARE's supervision.
10	7) Decrease underage consumption by UW students	X	Ongoing
11	8) Decrease substance use by UW students		2017 NCHA data shows that 23.1% of students report using marijuana .
12	9) Increase student education on alcohol and other substances	X	Ongoing
13	10) Decrease physical and sexual assaults involving alcohol		2017 NCHA data shows that 1.2% report that someone had sex with them without their consent and 2.3% report physically injuring another person
14	11) Increase partner buy-in	X	Ongoing

	D	E	F	G
1				
2				
3	2016-2017	2017-2018	2018-2019	2019-2020
4	X	X	X	X
5	X	X	X	X
6	X	X	X	X
7	X	X		

	D	E	F	G
8	X	X	X	X
9	X	X	X	X
10	X	X	X	X
11	X		X	
12	X	X	X	
13				
14	X	X	X	X



Appendix C-a

Description of AWARE Department

Strategic Plan

In 2017, a strategic plan was created for the program. It and its logic model can be found in Appendix B.

Mission

In 2002, the AWARE Program adopted the following mission:

The AWARE Program strives to utilize best practices in providing drug and alcohol education and prevention programming for the University of Wyoming campus and community. The AWARE Program promotes a standard of wellness in regard to healthy choices surrounding alcohol use and the prevention of illicit drug use by college students.

This mission has been at the heart of our prevention and intervention programming and will continue to be reviewed and redefined as the University evolves with its students.

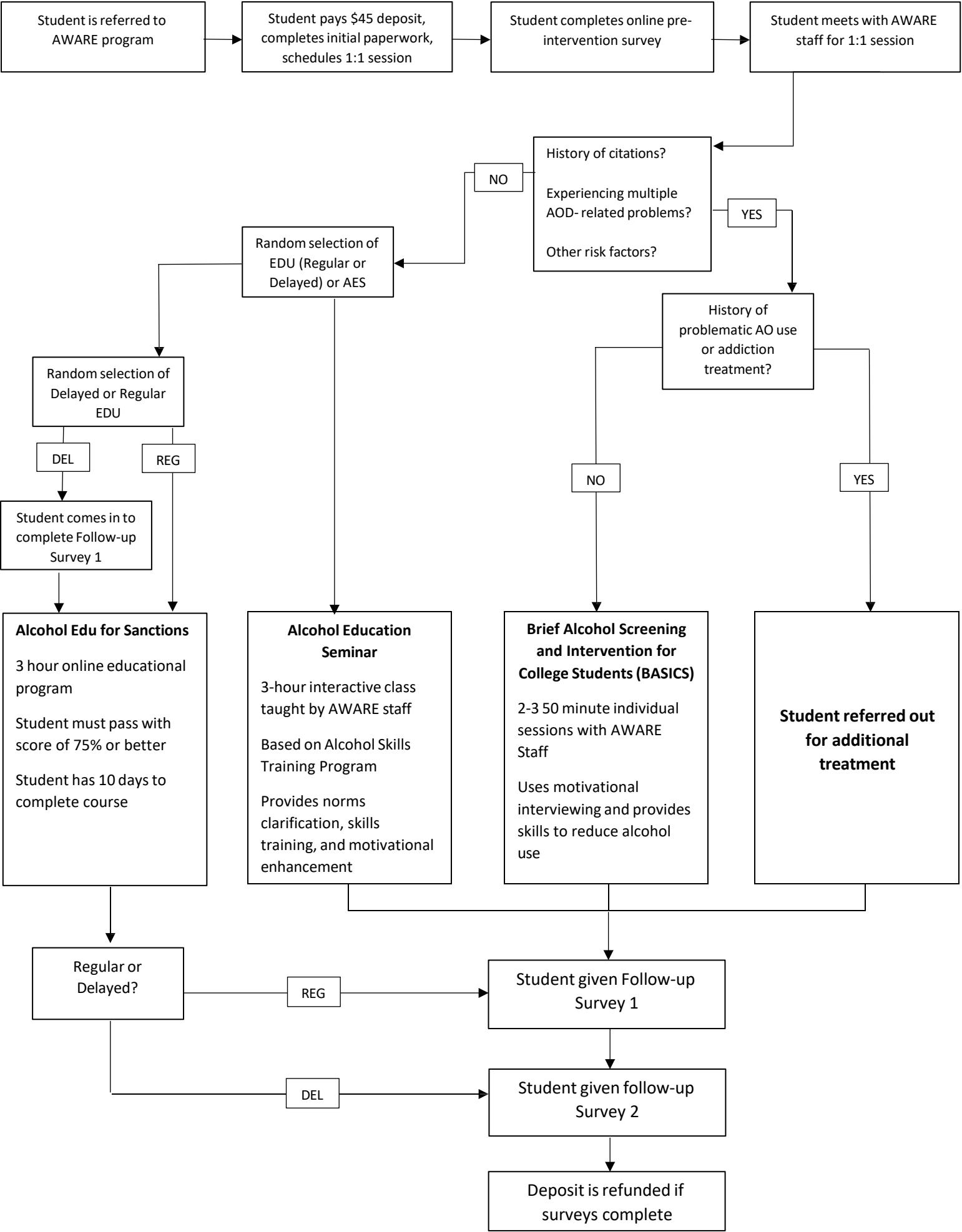
Vision

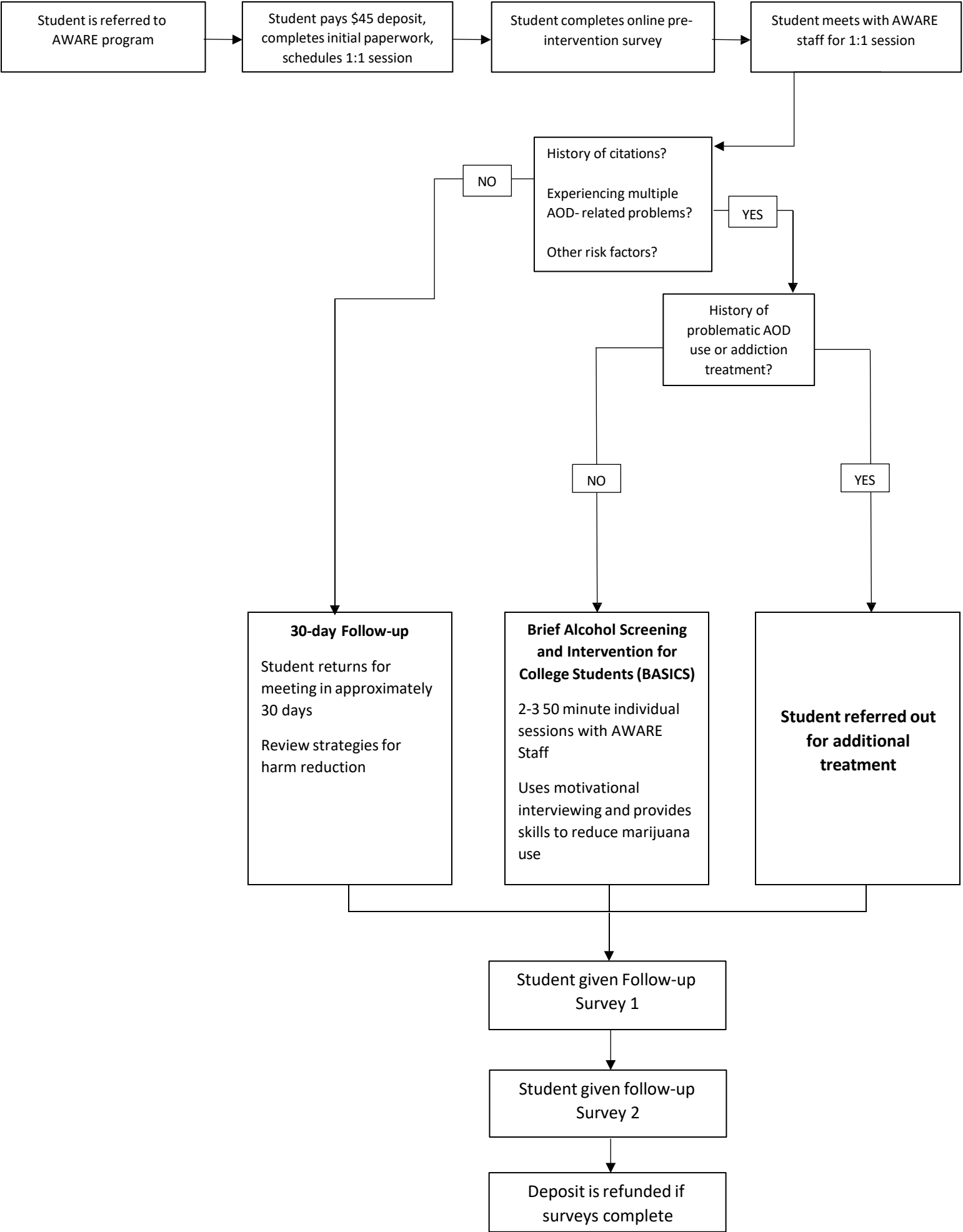
Students are empowered to make educated and responsible decisions surrounding alcohol and other substance use.

Program Goals

AWARE strives to develop, maintain, and evaluate a comprehensive program for prevention and intervention activities on the UW campus. The overarching goals of the AWARE Program include:

- 1) Reductions in frequency and quantity of alcohol use by UW students
- 2) Reductions in problems associated with alcohol use by UW students
- 3) Reductions in risk factors associated with alcohol use
- 4) Increases in harm-reduction behaviors by UW students





Appendix D

Alcohol Education Seminar Protocol – University of Wyoming **Updated 7/2011 by JJ**

Materials:

- A small meeting room (for approx. 20 people) with dry-erase board or chalkboard preferably in the Wyoming Union and booked at least one month in advance
- At least 24 hours prior to seminar, get an IDR from Lynnda or Caroline (will need Keith or Lena to sign off). Go to CJ's Convenience Store in the Union and order a variety of 20 oz plastic bottles including water and diet sodas. The ratio is about 1.5 sodas for each student you expect in the class. Carry or wheel them up to the refrigerator in the UCC kitchen and put a sign on them saying, "AWARE sodas."
- Carry or wheel the supplies (box with paperwork, scrap paper, pens, two decks of playing cards, drinking items, etc.) and the chilled sodas.
- Attendance roster- take roll as participants arrive – drawing a rectangle on the sheet and putting in the names where students sit makes it easier to remember their names.

Duration:

- The AES lasts approximately three hours. However, one can modify the presentation to match nearly any time constraint depending on the message that is the most important for the group. The program is broken up into three main sections (Experiential Data, Background/Theory, Skills Training)

Ice breaker

- Write the following questions on the white board: Name, Where from, # kids graduated high school with, why here, one thing you want to learn tonight
- Go around the room and have everyone (including AWARE staff) answer these questions
- Outline the plans for the evening: 1 hour of program, break, then 1.5 hours
- Confidentiality – remind students that participating in AES is like a trip to Vegas. In other words, what happens in the AES, stays in the AES.
- Discuss how AES is not designed as a "Just Say No" program, but rather follows the Harm Reduction model – ask if they remember this from their 1-1 sessions
- The goal of AES is to teach about alcohol, it's physiological/psychological effects, potential negative effects - and motivate people to think about why they use alcohol
- "Rules of the Road" analogy: Does everyone agree that there are some positive things and some negative things about driving. What are some of the positives? (i.e. freedom/independence, suggests maturity). What are some of the negatives? (expensive, wrecks, bad drivers, etc.) So even though driving can be a risky behavior, we don't tell people "Just Don't Drive," right? No; instead, we put some precautions into place in order to reduce the risks associated with driving. What are some of those precautions? (i.e., must be a certain age, take a driver's test, get a driver's license, take a class where you learn the rules of the road, have to be mentored for 6 or more month and get a learners permit, etc.). All of these help to reduce the risk of negative consequences associated with driving a vehicle.
 - How is this different from learning to drink alcohol? (Suggest that with alcohol, we frequently only receive the message of "just don't drink." And as we know, there are some positives and some negatives about alcohol.
 - So let's think of this seminar as something similar to a driving class. In this seminar, we are going to learn the "rules of the road" for alcohol. We are going to learn some skills

to help maximize the positives about alcohol and reduce the risks of negative consequences associated with alcohol.

King's Cup Drinking Game with Soda

- Explain you're all going to play a drinking game now. Ask if they're all familiar with the game "Categories." If no one is, choose a different game, but this one seems to be familiar to most students.
- Pass out scraps of paper and pens. Place a stack of 10 or so cards between every 2 students
- Instruct participants to make a mark for every sip of their drink they take. Marks should be made for drinks incurred as a result of the game as well as any other sips taken for reasons such as thirst or enjoyment of the taste.
- Erase questions on white board and have them complete the category for each type of playing card. Keep the category names appropriate. Make sure everyone is familiar with how the game is played before starting. (See Appendix for rules.) You will probably need to remind them to keep a tally throughout the game.
- After the cards have all been used, have the participants tally the total number of tick marks they made and divide that number by four. This provides a rough estimate of the number of drinks they would have had in an hour had they been playing the game with alcohol.
- Ask students why they think we start off with this drinking game. Clarify the goal is not to teach them how to drink more, but to demonstrate how easy it is to drink past their own limits.

Discuss Standard Drink Sizes

- Get drinking items (e.g., glasses, measuring cup, water, etc.) ready to distribute and pass around BAC sheets color-coded by gender.
- Discuss what a standard drink is by referring to the list on the top of the BAC sheets
- Ask them how many drinks are in a 40oz of Olde English 800 or Mickey's? Answer is four since it is 40ozs of a malt beverage
- Explain a triple Beam and Coke is not one drink, it's three; similarly, a Long Island Ice Tea is three shots of three different liquors and is also equal to three drinks.
- Ask the group, "When you drink at a party, do you measure things so that you know exactly how much alcohol you are getting?"
- Choose a glass used for wine, beer, hard alcohol, etc., hold it up and ask the students which of them likes that type of drink. Give them the glass and ask them to pour water into the glass to show how much they typically drink. Once they are done, pour out their glass into the measuring cup and announce the amount and ask them how many standard drinks this equals. Repeat for the other types of alcohol, giving different students the opportunity to learn how closely their idea of a drink matches an actual standard drink.

Discuss Blood Alcohol Concentration or Level (BAC or BAL)

- Hand out BAC cards and indicate one side of the card is for females and the other side is for males.
- Using white board, write down the highest and lowest BAC's from the group and ask students to explain the observed range in experiences.
- Using the BAC cards or sheets (male and female info on the copies are different colors), have each participant determine what their BAC would have been after one hour of Categories.

Encourage participants to choose the lower weight if they fall in the middle. Have the students read aloud their BAC.

- Ask the group what the BAC would be for a 170-pound male after he has five drinks in three hours (0.07). Not to be out done, a young woman chooses to have as many drinks in the same amount of time as her date; what is her BAC (0.14)? She is twice as drunk as he is.
- Why does alcohol affect men and women differently? There are four reasons for this. First, women's bodies contain a lower average percentage of total water concentration to dilute alcohol. Second, women have a smaller quantity of dehydrogenase, an enzyme that breaks down alcohol. Third, women's hormonal concentration fluctuates as a function of their menstrual cycle, which varies the amount of alcohol it takes them to feel intoxicated. In essence, alcohol reacts with certain hormones, such as estrogen, to produce increased intoxication. Finally, differences in body fat concentration between men and women produces a differential effect. The reason for this is that alcohol is water soluble. Plus, adipose ("fatty") tissue is not vascularized meaning there is very little or no blood in it. If you put alcohol and adipose tissue in a jar, they would separate like oil and water. The BAC cards are based upon average body fat for men (10-16%) and women (18-24%). Thus, the percentage of one's weight due to above average adipose tissue cannot be calculated into one's weight when determining BAC.
- Review the different effects as intoxication increases on the BAC sheets

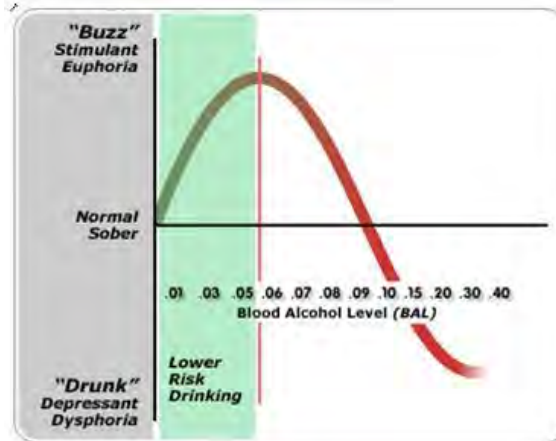
***** Break for 15 minutes *****

Positives and Negatives of Drinking

- Have students complete the top of Page 1 of the AES handout
- Create 2 columns on whiteboard for Positives and Negatives.
- Go around the table and have students read their responses. Write their good and bad experiences under each category, reminding them that they have agreed to keep this conversation confidential and will not share stories outside of this room
- Expect the group to emphasize the positives – the funny stories, the embarrassment, etc. Acknowledge the humor - we can laugh about beer-goggles, the walk of shame, etc. However, excessive drinking takes a heavy toll on the body and the risks of being out of it and not in control over yourself can be very serious - drinking excessively may result in victimization (i.e., passing out and blacking out). Even if you don't pass out as a result of the alcohol, you may become less vigilant about monitoring your beverage, and someone may put a date rape drug in it. What this means is that we should always handle our own drinks. (Keep in mind still, that alcohol is the number one date rape drug. When a guy offers to buy you a drink, go with him to the bar. If he insists that he will get it, tell him if he wants to buy you a drink so badly, he can give you the money, and you will go get it yourself. Also, remember to party with people that you know and trust. If you do decide to go home with a guy, introduce him to your friends, and let them know when they can expect to hear from you the next day. Third and finally, alcohol impairs one's decision making, and an individual may be more likely to engage in unsafe, in planned, and/or unprotected sexual intercourse.
- Ask them why they think people drink to the point that they're no longer experiencing the pro's and have moved into the con's?

The Biphasic Curve

- One explanation for why people often drink more than they can handle and end up losing sight of the positives and experiencing the negatives of alcohol has to do with the nature of alcohol and how it affects our bodies.
- Starting at the left side of the board, draw a positive x-axis and a positive and negative y-axis with the midpoint being its intersection with the x-axis. Label the x-axis as Time and the y-axis as Overall Quality of the Evening (positive or negative).
- The line will be gradually drawn as the story is told from start to finish.



- Starting at coordinates (0, 0) the story begins with some reason to pre-party or what UW students refer to as “priming.” A typical example is a guy inviting a small group of friends over to watch a relevant sporting event on TV prior to heading to the “big party.” An example of a post-season/playoff game or game of significant importance usually works best. Other examples are encouraged using a young woman as the narrator/main character, but for the purposes of these directions the above example using a young man will be maintained.
- This young man who invites his friends over is excited because his team wins, and he is aware that a young woman from his economics class whom he is interested in will be at the party following the game. He has had a few drinks in a couple of hours when he arrives at the party, and the line should be drawn to the extent of coordinates (1.0, 0.7).
- After arriving at the party, the young man notices his romantic interest is there as well, and he has a couple more drinks for “liquid courage.” He decides to approach the young woman. They have a nice conversation and he offers to get her a drink. She accepts and thanks him. The young man, on cloud nine with the line drawn to coordinates (1.5, 1.0), returns to the keg outside where his friends are. His friends are excited for him and offer him numerous drinks from various bottles of hard alcohol as well as a keg stand to prove his manhood. After 20-30 minutes of drinking, the young man realizes he should return with the young woman’s drink.
- Upon his return, he discovers the young woman has left the party. Does our narrator/main character try to find her to apologize for his delinquency in returning with her drink? NO! He decides it’s her loss, and now he’s “double-fistin” because there is nothing to lose.
- He returns outside where his buddies, the keg, and various bottles of hard liquor are hanging out. Via shots from the bottles and additional keg stands, he takes on an excessive amount of alcohol and the depressive effects of alcohol begin to set in, as represented by drawing the line to coordinates (3.6, -0.4).
- Although he terminates his consumption of alcohol at this point, the drinks he imbibed in the last 15-30 minutes are still in the process of being metabolized into the bloodstream. Having been here before, he realizes he probably needs to get home and lay down, otherwise he might pass out here at the party and that’s no good.

- On the way home (mention SafeRide) he stops by Taco Bell for take-out. Alcohol has calories in it, so he should feel full; why doesn't he? Answer: alcohol is a depressant and impairs our ability to perceive the physical feeling of being full, plus it suppresses the area of the brain related to appetite; thus, he feels very hungry.
- After slamming down the Taco Bell while the remaining alcohol in his digestive tract is absorbed, he gets "the spins," feels very nauseous, and begins to sweat profusely. Eventually, he ends up puking up his snack and the remaining alcohol in his stomach as a result of his body perceiving that it is dangerously intoxicated, as illustrated by drawing the line to coordinates (4.8, -1.0).
- Feeling worn-out, he passes out. Ask the group, "Why is this risky?" Answer: Alcohol related asphyxiation, otherwise known as drowning in your own puke.
- In another scenario, he heads over to Taco Bell and decides to walk down the middle of Grand because the street is empty at that time of night and it seems like a good idea thanks to the effects of alcohol on our ability to make good judgments. The police see him stumbling down the street, stop him, give him a sobriety test, and take him to jail or the hospital where he spends the night getting his stomach pumped or watching police use a taser on rowdy people.
- Ask the group, "When should I have stopped?" Answer: When the line reaches its peak at coordinates (1.6, 1.0). Mark this spot on the line you have drawn on the board. This is called the Point of Diminishing Returns and occurs at a BAC of 0.055 to 0.065 (say something like, "sort of looks like a speed limit," and write this range down next to the spot you have placed on the line). Ask the group, "Why didn't I stop? What was I thinking?" Answer: If a little is good, more is better. Unfortunately, this is not the case with alcohol. Alcohol has a number of positive effects up to this point. After this point, the depressive effects of alcohol kick in. This doesn't mean it's all negative if you keep drinking. It means the chances of negatives happening get much higher and the chances of good things happening get lower. The good news is that you can use some drinking skills to maximize the positive part and avoid the negatives.

Drinking Expectancies

- Another explanation for why people often drink more than they can handle and end up losing sight of the positives and experiencing the negatives of alcohol has to do with our expectations.
- Have the students complete the bottom of Page 1 of the AES handout.
- Have them share their expectations and experiences in the 2 scenarios.
- Discuss the experiment run by Alan Marlatt at the University of Washington.
- Used participants from the Department of Psychology Subject Pool
- Participants were required to be 21-years of age or older
- Marlatt transformed a lab room in the Psychology Department into a bar
- Wooden bar, bar-top, and bar-back with a mirror centered in the bar-back area (much like the Buckhorn Bar here in Laramie)
- Mirror was two-way so that the experimenters could watch from a viewing room
- Above each table was what appeared to be a sprinkler head but was actually a microphone for recording conversations and allowing the experimenters to “tune-in” to conversations/tables/individuals of interest
- Participants were randomly assigned to 1 of 4 groups (draw diagram on white board)

Told

Y

N

5

Y

Actual

- A. Told they would get alcohol; actually got alcohol
- B. Told they would get alcohol; actually did not get alcohol
- C. Told they would not get alcohol; actually got alcohol
- D. Told they would not get alcohol; actually did not get alcohol
- **“How did they do that?!”**
- Participants **told they were getting alcohol** were given the choice between ordering either an on-tap beer or a vodka tonic
- Those who **actually received alcohol** were given the equivalent of two to three drinks (depending on size and gender), over the course of one hour.
- Those who **actually did not receive alcohol** were served either a near beer produced by some of the local microbreweries in the Seattle area that tasted like they were real, or they were served what appeared to be a vodka tonic
- The glasses in which the vodka tonics were made were sitting lip down on a bar towel. This bar towel was soaked with 80 proof vodka. The “bartender would make the drink by spraying tonic from the fountain gun while pouring flat tonic that was in a vodka bottle thus creating the illusion. When the participant was handed the drink, the first thing they smelled and tasted was pure alcohol residing on the lip of the glass. These participants would wince, give the drink a good stir, and walk away referring to the “stiffy” they had just been handed by the “bartender.”
- Participants **told they were not getting alcohol** were also given the choice between ordering either an on-tap beer or a vodka tonic
- **Those who actually did not receive alcohol were served either near beer or tonic water over ice with lime**
- Those who **actually did receive alcohol** were served either an alcoholic beer that they were told was alcohol-free or a vodka tonic. Vodka tonics were made by premixing vodka and tonic water in one bottle that was labeled as “tonic water.” All the participant saw was the “bartender” pour them tonic water over ice. By adding fresh squeezed lime to the drink, the taste and smell of vodka was neutralized; plus, the participant was not expecting to taste alcohol.
- The effect/results
- For each of the groups in the experiment, ask the AES participants, “What did this group look like?,” using the following order: **Told No-Actual No, Told Yes-Actual Yes, Told Yes-Actual-No, and Told-No-Actual Yes**. The participants’ responses should be place in corresponding quadrant of the illustration drawn at the beginning of this section (refer above)
- Answers and explanations are as follows

- **Told No-Actual No**
- Quiet, like first day of class or beginning of today, people pulled out their books and started studying, looking at their watches and stating, “I hope this is over soon, I have a lot to do.” Basically nothing going on.
- Why? People had no expectation of an alcohol-related effect, participants were unfamiliar with each other, and it was a “stupid psychology experiment.”
- **Told Yes-Actual Yes**
- Party scene, it was loud, people laughing and talking, consistently some guy would start telling jokes, another guy shifted into Casanova mode, people making statements such as, “I’m really starting to get drunk,” “Maybe we should all go out and keep it going after the experiment is over,” “Man, I’m getting wasted!”
- Why? People expected the effects of alcohol and the consequent changes in their own behavior and the behavior of others; such as, alcohol as a social lubricant. By ingesting alcohol, these participants were impaired as a result of alcohol. So, was the party scene a function of the level of their impairment or their expectations?
- **Told Yes-Actual No**
- Party scene, carbon copy of the **Told Yes-Actual Yes** group. People even making statements such as, “I’m really starting to get drunk,” “Maybe we should all go out and keep it going after the experiment is over,” “Man, I’m getting wasted!”
- Why? Without actual impairment as a result of consuming alcohol, the only explanation can be the participants’ expectations. This group expected the effects of alcohol just as the previous group, because they had been told they would be served alcohol. As a result, the study demonstrated that actual physical impairment did not produce the “party scene” per se, but rather the expectations of individuals appears to have a dramatic effect on their behavior. In effect, we don’t need alcohol to have a good time, just the expectation that we can have a good time. Ask the AES participants, “When you go out, do you expect to end up puking, passing out, or blacking out?”
- **Told No-Actual Yes- Highlight physiological effect of alcohol**
- Ask the group, “What are the first things you notice about how you are feeling after a drink or two?” Answer: Should get answers like tingly, warm/flush, light buzz. Ask the group, “If you though you weren’t getting alcohol and you started feeling tingly, flush, and buzzy, what would you think was going on?” Answer: Sick, like you were coming down with something. Participants stated things like, “I don’t feel so good,” “I think I’m coming down with something,” “I didn’t get enough sleep last night,” “I hope this is over soon, I need to go home and take a nap.”
- Why? Review that alcohol is a depressant, and that without the expectations of “fun” the true effects of alcohol tend to “bring someone down.”
- Ask students: “What do you think ultimately they learned in this study?” And “What do you think is the purpose of explaining it in today’s seminar?”

Skills Training- Knowing Your Limits

- Have the students complete Page 2 of the AES handout.
- As they share their answers, highlight good skills by asking how many others also use this approach and try to problem-solve if anyone voices concern that it does not work well. If they do not offer any safety strategies, you can ask how many of them have buddies that will tell them

when they've had enough, if they ever keep bottle caps or stack cups or send themselves a text to keep track of drinks, etc.

- Make it clear that talking about setting limits to stay safe and get the most out of alcohol is not the same as encouraging the group to “go out and drink.” The group should be advised that if they should choose to drink, the following part of the presentation is designed to provide them with the skills to maintain an “optimal” BAC whereby they will maximize their opportunities to experience the positive effects of alcohol. You will want to refer back to the “When should I have stopped?” portion of the Biphasic Curve. In particular, direct the group’s attention to the Point of Diminishing Returns, which is a BAC between 0.055 and 0.065 “kind of like a speed limit!” After this point, the depressive/negative effects of alcohol tend to prevail, as illustrated by the biphasic curve. It’s much more fun to come up to this point then to come back down through it.
- Go around the table, asking each person what they rated themselves in terms of how important drinking is to them. Choose 1 or 2 students with higher ratings (e.g., 6 or 7) and ask them why they didn’t choose a 9 or 10 for themselves. The idea is to get students to recognize there are other things more important to them than alcohol, something they might remember the next time they feel pressure to drink.
- Repeat this with the confidence question, asking those who rate themselves low on the scale why they didn’t rate themselves lower. The idea is to get students to recognize their own safety skills and ability to alter their drinking habits for the better.
- To learn more about this feature, refer to a manual on Motivational Interviewing.
- Encourage the group to use their BAC cards to determine based upon their gender and weight how many drinks they can have in an hour in order to reach a BAC of .05 - .065. Ask individuals to share their respective quantities, which should range from approximately 1 to 4 drinks in an hour.
- The group might suggest that this sounds like a small amount of alcohol. Remind the group of the pro’s and con’s they came up with. The former list is basically good reasons to party, we all want to relax, and have a good time; however, the latter is a laundry list of the negative effects of alcohol. Does anyone start their evening by saying, “I can’t wait to get so drunk I puke, maybe pass-out, get arrested and spend the night in jail?” Probably not. So, why not do what it takes to maximize the positives and minimize the negatives?
- As an alternative, suggest that how they get to the point of diminishing returns isn’t as important as what they do once they are there. In other words, return to the mistaken belief that their buzz will be lost if they don’t continue to drink at a fast pace, and that actually slowing down to 1 standard drink per hour will maintain the buzz and prevent them from crossing over into the downside of the curve. This is also a good time to mention how slowing down on the alcohol gives them an opportunity to switch in a non-alcoholic drink, such as water, which will make them feel less self-conscious if they are worried about being empty-handed at a party and it will keep them more hydrated and less likely to experience a bad hangover the next day.
- If they balk at the idea of slowing down once around the .055 BAC range, ask the group, “What’s going to be the problem with drinking this way?” The group might say their friends will tease them. When your friends poke fun this way, are they looking out for your well-being? Answer: No, they just don’t want to be the only drunk jackass at the party.

Discuss Tolerance

- Discuss the issue of tolerance and how it applies here. If they have been a drinker for a while, drinking less and slowing down once buzzed may feel less intense. However, as their tolerance

relatively quickly decreases by using alcohol safely, responsibly, and in moderation, their perception of intoxication will also change.

- Tolerance is mostly psychological not physical; thus, although one may feel sober after consuming numerous beverages, one's BAC remains unchanged.
- For example (direct the participants to their BAC card), if a 160-pound male with high tolerance, and a 160-pound male who has never had a drop of alcohol before, each consumed four beers in an hour, both of their BAC's would be 0.09 after this many drinks in an hour. What differs is each man's subjective experience of that many drinks. The young man with high tolerance would likely report feeling very sober and may say he is entirely capable of driving a car (very risky). However, the young man who had never touched alcohol before would probably report feeling very drunk, have a great deal of difficulty walking or talking, and may even puke.
- Basically what has happened here is that the young man with the high tolerance has gotten used to the feeling of being drunk and has figured out how to mentally counteract it. Why do that? Isn't it a waste of alcohol? As an alternative, why not let yourself feel the effects and get what you want out of a lower amount of alcohol rather than waste the money and time on drinking more and trying to tune out the effects as much as you can?

Discuss Drunk Driving

- The legal limit in Wyoming is 0.08 for those over 21 years of age, and 0.02 for those under 21 years of age.
- Talk about community approach- Abusive drinking hurts us all.
- Talk about police - why so strict, even if you are just walking or riding a bike home, you can still get arrested. Laramie Police Department and the Albany County Sheriff's Office estimate that 1 in 3 cars on the road have a drunk driver behind the wheel on any given weekend night in Laramie.
- Cannot practice drinking and driving and improve one's skills. The effect on one's reaction time, depth perception, and speed control is immutable, regardless of tolerance.
- Again mention Safe Ride – and address any misperceptions if they arise (the police follow the SafeRide van, the police pull over SafeRide vans, you can get arrested while walking to a Safe Ride pick-up location, etc.)

How to Sober Up

- Cold shower= wet drunk, eating= stuffed drunk, coffee= wired drunk. Nothing works except the passage of time.
- On average, humans metabolize 1 drink per hour, some people a little more and some a little less.
- Metabolizing one drink per hour equals 0.0125 decrease in BAC per hour. For example, on a Saturday night a person reaches a 0.25 BAC and goes to bed at 2 AM. When the person wakes up at noon, his or her BAC will be 0.125; he or she is still well over legally intoxicated! The math: $0.25 - 10(0.0125) = 0.25 - 0.125 = 0.125$.

Continuum of Use

- If you have time remaining in the session, place these headings, in order, horizontally across the top of the white board. Use vertical columns under each heading to track how the group defines each category based on the criteria listed below. Otherwise, skip to the closing section.
- **No Use/Abstinence...Experimental...Social...Abuse...Addiction**
- No Use/Abstinence

- What is no-use/abstinence?
- What are some reasons not to use?
- Who has chosen not to use on a given weekend this semester? What were the reasons?
- **Experimental**
- What is experimental use?
- First time ever, how old were they?
- What about first time with new type of drink?
- What about first time with new drinking method (i.e., shots, beer bong, jungle juice, etc.)
- Why do it? Where? How much?
- Attempt to elicit a range of responses in terms of number of drinks
- Negative consequences: did something that you later regretted, fighting, police, tickets, and/or arrests
- **Social**
- What is social use?
- Why do it? Where? How much? How often/frequency?
- Anyone ever puke, pass-out, and/or black-out? Drove under the influence?
- Negative consequences: did something that you later regretted, fighting, police, tickets, and/or arrests
- **Abuse**
- What defines abuse?
- Continued use despite social or interpersonal problems. Repeated use resulting in failure to fulfill obligations at work, school, or home. Repeated use resulting in physically hazardous situations. Use resulting in legal problems.
- Why do it? Where? How much? How often/frequency?
- **Addiction**
- What defines addiction? What does this look like?
- Increased tolerance – the need to drink in greater quantity to become intoxicated
- Drinking more than intended (such as going to the bar planning on having one or two drinks but not leaving until after having five or six)
- The inability to decrease or stop drinking despite having the desire to do so
- Preoccupation with drinking
- Spending increasingly more time in environments where alcohol is present
- Drinking to avoid symptoms of withdrawal
- Experiencing symptoms of withdrawal – anxiety, sweating, nausea, insomnia, fatigue, loss of appetite, depression, and irritability, tremors, or shakes. In cases of severe withdrawal, a person may experience delirium tremens (DTs). DTs include elevated temperature, tachycardia (rapid heartbeat), anxiety, insomnia, irritability, sensitivity to light, hallucinations, and psychosis.
- Point out commonalties between experimental, social, and abuse paying particular attention to where, how much, puke, pass-out, blackout, and drove under the influence. Be sure to note

overlap. Discuss how it seems most young drinkers/college students tend to be "experimenting with social use in an abusive manner."

Closing

- Each person gives his/her reactions to the seminar
- What did s/he like, dislike?
- Did s/he learn anything?
- Was did they expect the seminar to be like? Were those expectations met?
- Explain to students that they have completed the court-required education program and that you will alert their referral sources by email to let them know of the students' completion
- Remind students about the follow-up surveys and reimbursement of their \$20 deposits.
- Class dismissed

Appendix

Rules for King's Cup (also known as Categories, Ring of Fire, or Circle of Death)

2 - Two is for you

The player who drew the card assigns someone to take a drink.

3 - Three is for me

The player who drew the card takes a drink.

4- Four is for Ladies

All participating women must drink

5- is for Jive

Play the hand jive game until someone messes up, that person has to drink.

6- Six is for Gents

All participating guys must drink.

7- is for Heaven

All players must point toward the sky. The last player to point must drink.

8 – is for Mate

Mate = Pick a person to drink with you for the rest of the game.

9 – is for Rhyme

The player who drew the 9 says a phrase, then the players go around in the circle saying phrases that rhyme with the original. No phrase may be said twice, the first player who cannot come up with a phrase, or says a phrase that doesn't rhyme must drink.

10- Categories

The player who drew the 10 picks a category such as "sports teams" or "bands from the '90s," the players then go around the circle saying items from that category. The first player who cannot think of an item or says something not in the category must drink.

Jack- Make a Rule

Go around circle playing Never Have I Ever. Drink each time you put down a finger. First person to put down three fingers takes a drink.

Queen- is for Questions

Going around the circle, each player must ask the next person a question. The purpose is to essentially make the next person laugh so they accidentally answer in a sentence, thus making them drink.

King- King's Cup

The first three to pull a King must pour some of their drink into the cup at the middle of the table. The last person to choose it must drink it. The game ends when the last King is pulled.

Ace- Waterfall

Everybody stands up. The player who picked the Ace begins drinking, followed by the next person, etc.. No player can stop drinking until the player before him or her stops, beginning with the first.

Appendix E-a

A-Team Strategic Plan Updated 10.2018 DRAFT

Mission: The A-Team is a collaborative membership comprising UW staff, faculty, students, and invested citizens in the Laramie community whose mission is to develop, recommend, and assess best practices in policy, prevention / intervention, and enforcement to reduce underage drinking and excessive alcohol use.

GOALS / OBJECTIVES / TACTICS	Address in Academic Year 2018-2019	Address in Academic Year 2019-2020	Progress as of 10.2018	Address in Academic Year 2020-2021	Address in Academic Year 2021-2022	Address in Academic Year 2022-2023	Evaluation Plan (Process, Impact, Outcome)
Goal #1: Decrease high-risk drinking among UW students.							
Objective #1a : Decrease the UW binge drinking rate to be at or below the national average by 2018.			43.7% UW as of 2017 versus 31.9% USA				(O) Compare binge drinking data via NCHA survey every two years
Tactic a: Advocate for funding for A-Team to promote, implement, and evaluate best practices in the safe, legal, and responsible use of alcohol	X	X	Line item set in AWARE budget	X	X	X	(P) Funding allocated to A-Team
Tactic b: Provide mini-grant funding opportunities to student organizations for alcohol education activities.	X	X	No progress	X	X	X	(P) Mini-grant budget designated for alcohol education activities
Tactic c: Support/Advocate for alcohol-free alternative activities/events	X	X	Ongoing	X	X	X	(P) Number of alcohol free activities A-Team is involved with
Tactic d: Support/Advocate for the expansion of systematic campus-wide alcohol screenings to include UCC, SHS, Greek Life, RL&DS, Athletics, Open Screenings, CETC, Psychology Clinic	X	X	Screenings at SHS, UCC, and annually at Athletics NASD	X	X	X	(O) Systematic screenings implemented
Tactic g: Investigate town-gown relationships and feasibility of a campus-community liason position		X	Initiated in 2014 but no progress since				
Tactic h: Develop, implement, and evaluate social norms marketing campaign.		X	No progress				

Tactic i: Develop comprehensive evaluation plan for existing binge drinking efforts		X					
Tactic j: Continue support of Healthy Poke Patrol Initiative	X	X	Ongoing	X	X	X	
Tactic k: Collect and analyze data on binge drinking motivations		X					
Goal #2. Reduce secondary negative effects of alcohol abuse among UW students.							
<u>Objective #2a</u> : By 2023 keep the percentage of UW students reporting driving after 5 or more drinks in the past 30 days by to less than 3% .	X		3.6% as of 2017	X		X	(O) Compare drinking and driving rates via NCHA survey every two years
<u>Objective #2b</u>: By 2023 decrease the percentage of UW students reporting driving after any alcohol in the past 30 days to 20% or lower.	X		20.8% as of 2017	X		X	(O) Compare drinking and driving rates via NCHA survey every two years
<u>Objective #2c</u> : By 2023 decrease the percentage of UW students reporting alcohol negatively impacting their academics to 3% or lower.	X		4.9% as of 2017	X		X	(O) Compare alcohol and academic data via NCHA survey every two years
Tactic a: Support / advocate for Safe Ride as needed	X	X	Ongoing	X	X	X	(I) Document number of students utilizing Safe Ride
Tactic b: Revisit/support evaluation of Safe Ride	X		No progress				(P) Evaluation conducted
Tactic c: Work to increase faculty, students, and community member involvement in A-Team		X	Ongoing				(P) Number of faculty, students, and community members attending A-Team meetings as documented by attendance sheet
Tactic d: Support and advocate for the development, implementation, and evaluation of a social norms marketing campaign.		X	Currently No campaign				(P) Number of advocacy activities as documented in meeting minutes

Tactic e: Support and advocate for bystander intervention program.	X	X	Ongoing	X	X	X	
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Tactic f: Support and advocate for alcohol education / prevention / enforcement efforts on campus and in the community	X	X	Ongoing	X	X	X	
Goal #3: Increase UW students' knowledge, awareness, and skills about the safe, legal, and responsible use of alcohol.							
Tactic a: Coordinate education efforts between multiple departments on campus (i.e. AWARE/UCC, RL&DS, DOS, Athletics, Registrar, Safe Ride, Admissions, etc.)	X	X	Ongoing	X	X	X	(P) Alcohol EDU implemented
Tactic b: Support Alcohol EDU implementation for all incoming freshmen and transfer students with less than 60 hours	X	X	Ongoing Mandatory Requirement as of 2017	X	X	X	(P) Evaluation report produced
Tactic c: Advocate for focused education on standardized drinks	X	X	Ongoing	X	X	X	
Tactic d: Support peer education on campus	X	X	New Peer Education Group (Wellness Ambassadors) as of Spring 2016	X	X	X	(P) Peer education program active and conducting activities
Tactic e: Support alcohol education during orientation	X	X	Ongoing	X	X	X	(P) Alcohol education activities implemented during orientation
Tactic f: Support education on students' rights and responsibilities	X	X	Ongoing	X	X	X	(P) AWARE training program developed and implemented

Tactic g: Support rigorous training for AWARE Program GAs	X	X	Ongoing	X	X	X	
Goal #4: Develop/update/recommend and consistently enforce alcohol policies.							(P) Policy review and revision mechanism implemented
<i>Objective #4a : Develop a mechanism for regularly reviewing and updating campus and community alcohol policie as well as monitoring enforcement.</i>							(P) Updated uniregs approved by UW trustees
Tactic a: Review/update alcohol policy / alcohol-related UniRegs		X	As needed				(P) Updated alcohol policies approved by department director
Tactic b: Review/update alcohol policies related to alcohol service on campus, alcohol and athletic events, alcohol in residence halls, alcohol advertising		X	Resolution brought to trustees in 2016 for acohol sales in the stadium				(P) Number of activities conducted with City Council, WY Legislature
Tactic c: Work with Laramie City Council and Wyoming Legislature as needed to recommend and advocate for best practices	X	X	Resolutions brought to City Council in 2017 and 2018 regarding liquor laws and safety in bar establishm ents	X	X	X	(P) Biennial review completed and submitted to UW administration
Tactic d: Conduct federally mandated biennial review of UW alcohol policies and programs	X		Completed in 2016	X		X	

Tactic f: Pursue improved ways of communicating awareness of alcohol policies		X	No progress				
Tactic g: Form annual policy review group		X					
Goal #5: Collect, compile, analyze data on alcohol use among students to assist with needs assessments, strategic planning, and evaluation.							(P) Survey administered, data analyzed, and results compared to reference group
Tactic a: Administer NCHA survey	X		Completed Spring 2017	X		X	(P) Data compiled and analyzed and report given to A-Team
Tactic b: Compile and analyze existing data from RL&DS, AWARE, NCHA, DOS, Alcohol Edu		X	No progress		X		(P) data compiled and analyzed
Tactic c: Analyze Greek-specific alcohol use data			No progress	X			
Tactic d: Work in collaboration with CoPSA on community needs assessments and planning	X	X	Ongoing	X	X	X	(P) Results compiled and shared
Tactic e: Conduct environmental scan of alcohol factors in Laramie and on UW campus		X	No progress				(P) Strategic plan revised
Tactic f: Review and revise A-team strategic plan based on data results	X		Ongoing	X		X	
Tactic g: Design a qualitative study to better understand <i>why</i> students drink		X	No progress				
Tactic h: Collect and analyze use at sporting events	X	X		X	X	X	
Tactic i: Analyze athlete-specific data		X					
Goal #6: Serve as a resource to the State/Nation for collegiate alcohol abuse prevention							
							(P) Summit held
Tactic b: A-team members serve on state/national committees for addressing alcohol abuse		X	No progress				(P) Number of A-team members presenting

[illegible]

Appendix E-b

Evaluation of A-Team

WYSAC researchers conducted 10 interviews with individual members of the A-Team coalition to determine the effective components of the coalition in its efforts to provide services to the surrounding community. Evaluation of the services targeted at the surrounding community came from data collected in interviews with A-Team coalition members. These data demonstrate that the strengths of the coalition stem from the coalition's diverse and representative membership and from its focus on policy change, community norms, and education and awareness. The A-Team also identified the importance of strong leadership, accountability, and a strategic plan in impacting its long-term success.

AWARE also periodically administers a survey to A-Team members. The survey was administered in the summer of 2013 and 2014. Results of the survey can be found below.

Q1. Please indicate how often each of the following is true: - Reports are clear and contain needed information.

Count	Percent	
7	30.43%	All of the time
13	56.52%	Most of the time
2	8.70%	Some of the time
0	0.00%	Rarely
0	0.00%	Never
1	4.35%	Unsure
23	Respondents	

Q2. Please indicate how often each of the following is true: - We avoid spending too much time on administrative/management details.

Count	Percent	
7	30.43%	All of the time
13	56.52%	Most of the time
1	4.35%	Some of the time
1	4.35%	Rarely
0	0.00%	Never
1	4.35%	Unsure
23	Respondents	

Q3. Please indicate how often each of the following is true: - A diversity of opinions are expressed and issues are dealt with in a respectful manner.

Count	Percent	
12	52.17%	All of the time
6	26.09%	Most of the time
4	17.39%	Some of the time
1	4.35%	Rarely
0	0.00%	Never
0	0.00%	Unsure
23	Respondents	

Q4. Please indicate how often each of the following is true: - The chair guides the meeting effectively and members participate.

Count	Percent	
9	39.13%	All of the time
12	52.17%	Most of the time
1	4.35%	Some of the time
1	4.35%	Rarely
0	0.00%	Never
0	0.00%	Unsure
23	Respondents	

Q5. Please indicate how often each of the following is true: - Next steps are identified and responsibility is assigned.

Count	Percent	
6	26.09%	All of the time

Q5. Please indicate how often each of the following is true: - Next steps are identified and responsibility is assigned.

Count	Percent	
12	52.17%	Most of the time
4	17.39%	Some of the time
1	4.35%	Rarely
0	0.00%	Never
0	0.00%	Unsure
23	Respondents	

Q6. Review the list of basic coalition responsibilities. Please indicate whether, in your opinion, the coalition currently does a good job in an area or whether the coalition needs to improve its performance. - Works towards coalition's mission

Count	Percent	
21	91.30%	Does well
2	8.70%	Needs work
0	0.00%	Unsure
23	Respondents	

Q7. Review the list of basic coalition responsibilities. Please indicate whether, in your opinion, the coalition currently does a good job in an area or whether the coalition needs to improve its performance. - Strategic planning

Count	Percent	
17	73.91%	Does well
4	17.39%	Needs work
2	8.70%	Unsure
23	Respondents	

Q8. Review the list of basic coalition responsibilities. Please indicate whether, in your opinion, the coalition currently does a good job in an area or whether the coalition needs to improve its performance. - Membership recruitment/maintenance

Count	Percent	
14	60.87%	Does well
6	26.09%	Needs work
3	13.04%	Unsure
23	Respondents	

Q9. Review the list of basic coalition responsibilities. Please indicate whether, in your opinion, the coalition currently does a good job in an area or whether the coalition needs to improve its performance. - Diversity of membership

Count	Percent	
15	65.22%	Does well
7	30.43%	Needs work
1	4.35%	Unsure
23	Respondents	

Q10. Review the list of basic coalition responsibilities. Please indicate whether, in your opinion, the coalition currently does a good job in an area or whether the coalition needs to improve its performance. - New member orientation

Count	Percent	
7	30.43%	Does well
9	39.13%	Needs work
7	30.43%	Unsure
23		Respondents

Q11. Review the list of basic coalition responsibilities. Please indicate whether, in your opinion, the coalition currently does a good job in an area or whether the coalition needs to improve its performance. - Key stakeholders are represented

Count	Percent	
16	69.57%	Does well
4	17.39%	Needs work
3	13.04%	Unsure
23		Respondents

Q12. Please feel free to comment on the basic coalition responsibilities.

Count	Percent										
2	100.00%										
		<table border="1"> <thead> <tr> <th>Count</th> <th>Percent</th> <th></th> </tr> </thead> <tbody> <tr> <td>1</td> <td>50.00%</td> <td>I am honored to be a part of this group - I feel we have an important mission & strive to accomplish our goals. Thank you!</td> </tr> <tr> <td>1</td> <td>50.00%</td> <td>I would love to know how I could be more involved in the coalition and/or A-Team, aside from attending meetings.</td> </tr> </tbody> </table>	Count	Percent		1	50.00%	I am honored to be a part of this group - I feel we have an important mission & strive to accomplish our goals. Thank you!	1	50.00%	I would love to know how I could be more involved in the coalition and/or A-Team, aside from attending meetings.
Count	Percent										
1	50.00%	I am honored to be a part of this group - I feel we have an important mission & strive to accomplish our goals. Thank you!									
1	50.00%	I would love to know how I could be more involved in the coalition and/or A-Team, aside from attending meetings.									
2		Respondents									

Q13. In your opinion, which of the following best describes the A-team?

Count	Percent	
8	36.36%	Members interact primarily for the purpose of exchanging information and communication.
5	22.73%	Members provide helpful resources to support each others interests and goals; there is some joint planning and activity, but resources are separate.
6	27.27%	Members work together on goals that are complementary; there is coordination and some sharing of resources.
3	13.64%	Members share (or are working toward) a common vision that links diverse interests; actions are jointly created and resources, and authority and decision making are controlled in the group.
22		Respondents

Q14. For how many semesters have you participated in the A-team?

Count	Percent																
22	100.00%																
		<table border="1"> <thead> <tr> <th>Count</th> <th>Percent</th> <th></th> </tr> </thead> <tbody> <tr> <td>3</td> <td>13.64%</td> <td>1</td> </tr> <tr> <td>1</td> <td>4.55%</td> <td>14</td> </tr> <tr> <td>8</td> <td>36.36%</td> <td>2</td> </tr> <tr> <td>1</td> <td>4.55%</td> <td>3</td> </tr> </tbody> </table>	Count	Percent		3	13.64%	1	1	4.55%	14	8	36.36%	2	1	4.55%	3
Count	Percent																
3	13.64%	1															
1	4.55%	14															
8	36.36%	2															
1	4.55%	3															

Q14. For how many semesters have you participated in the A-team?

Count	Percent
2	9.09%
4	18.18%
3	13.64%
22	100.00%

2	9.09%	4
4	18.18%	6
3	13.64%	8

22	Respondents
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Q15. Please indicate whether or not you did each of the following in the past 12 months on the A-team:

Count	Respondent %	Response %
18	81.82%	50.00%
14	63.64%	38.89%
2	9.09%	5.56%
2	9.09%	5.56%
22	100.00%	
36		100.00%

Attend meetings regularly
Talk at meetings (make comments, express ideas, etc.)
Serve as a member of a committee
None of the above

22	Respondents
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36	Responses
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Q16. What is the greatest impact that working in this community group has had on YOU as an individual?

Count	Percent
17	100.00%

Count	Percent
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
1	5.88%
17	100.00%

Accepting the Collegiate Recovery Program has helped showed that the CRP-UW is recognized and important at UW.
Awareness of other peoples' activities.
Being aware of the efforts each group is involved in. Networking with others with a common goal.
Enabling me to better understand the perspectives of others on community/university issues.
Greater realization of the importance of alcohol awareness & education on the UW campus & community as a whole
Helps me to identify resources and support for people who need it.
Helps the community as a whole move the needle in changing the social norms around alcohol use and misuse.
I have a better understanding of alcohol education and awareness activities in Laramie and at the state level.
I have learned a great deal
I love hearing the information presented in A-Team; I've learned a lot and have been able to share that information with others I work with and with my regional affiliation.
It has made me aware of the different coalitions working together to create a safe and healthy environment for students and community members.
It has shown me that there are solid resources for dealing with alcohol issues on campus.
Made me aware of community initiatives regarding substance abuse.
Meeting a wider network with interest in the issues I am interested in too.
More information about what work is being done, and what partners are involved.
Networking
Personally it has been good to be in a group that is working toward the same aims across disciplines

17	Respondents
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Q17. Please rate how effective the A-team group is in each of the following areas: - Bringing together parties with an interest in the issue**Count Percent**

9	45.00%	Extremely effective
10	50.00%	Very effective
1	5.00%	Moderately effective
0	0.00%	Slightly effective
0	0.00%	Not at all effective
0	0.00%	Uncertain
20	Respondents	

Q18. Please rate how effective the A-team group is in each of the following areas: - Listening to minority views**Count Percent**

7	35.00%	Extremely effective
5	25.00%	Very effective
4	20.00%	Moderately effective
0	0.00%	Slightly effective
2	10.00%	Not at all effective
2	10.00%	Uncertain
20	Respondents	

Q19. Please rate how effective the A-team group is in each of the following areas: - Creating mutual respect, understanding and trust within the group**Count Percent**

8	40.00%	Extremely effective
5	25.00%	Very effective
5	25.00%	Moderately effective
1	5.00%	Slightly effective
0	0.00%	Not at all effective
1	5.00%	Uncertain
20	Respondents	

Q20. Please rate how effective the A-team group is in each of the following areas: - Building a clear mission (members know where the group is headed)**Count Percent**

6	30.00%	Extremely effective
5	25.00%	Very effective
7	35.00%	Moderately effective
2	10.00%	Slightly effective
0	0.00%	Not at all effective
0	0.00%	Uncertain
20	Respondents	

Q21. Please rate how effective the A-team group is in each of the following areas: - Developing group operating procedures (setting up subcommittees, rules, structures)

Count	Percent	
2	10.00%	Extremely effective
9	45.00%	Very effective
5	25.00%	Moderately effective
1	5.00%	Slightly effective
0	0.00%	Not at all effective
3	15.00%	Uncertain
20		Respondents

Q22. Please rate how effective the A-team group is in each of the following areas: - Communicating the interests and views of all parties

Count	Percent	
5	25.00%	Extremely effective
6	30.00%	Very effective
9	45.00%	Moderately effective
0	0.00%	Slightly effective
0	0.00%	Not at all effective
0	0.00%	Uncertain
20		Respondents

Q23. Please rate how effective the A-team group is in each of the following areas: - Doing effective planning (assess needs/assets, set goals, develop plan)

Count	Percent	
6	30.00%	Extremely effective
6	30.00%	Very effective
5	25.00%	Moderately effective
2	10.00%	Slightly effective
0	0.00%	Not at all effective
1	5.00%	Uncertain
20		Respondents

Q24. Please rate how effective the A-team group is in each of the following areas: - Providing effective leadership

Count	Percent	
7	35.00%	Extremely effective
9	45.00%	Very effective
3	15.00%	Moderately effective
1	5.00%	Slightly effective
0	0.00%	Not at all effective
0	0.00%	Uncertain
20		Respondents

Q25. Please rate how effective the A-team group is in each of the following areas: - Making inter-organizational linkages**Count Percent**

8	40.00%	Extremely effective
11	55.00%	Very effective
1	5.00%	Moderately effective
0	0.00%	Slightly effective
0	0.00%	Not at all effective
0	0.00%	Uncertain
20	Respondents	

Q26. Please rate how effective the A-team group is in each of the following areas: - Conducting meetings that accomplish what is necessary**Count Percent**

8	40.00%	Extremely effective
8	40.00%	Very effective
2	10.00%	Moderately effective
2	10.00%	Slightly effective
0	0.00%	Not at all effective
0	0.00%	Uncertain
20	Respondents	

Q27. Please rate how effective the A-team group is in each of the following areas: - Securing adequate resources so group can do its work**Count Percent**

7	35.00%	Extremely effective
6	30.00%	Very effective
6	30.00%	Moderately effective
1	5.00%	Slightly effective
0	0.00%	Not at all effective
0	0.00%	Uncertain
20	Respondents	

Q28. Please rate how effective the A-team group is in each of the following areas: - Carrying out planned actions**Count Percent**

5	25.00%	Extremely effective
9	45.00%	Very effective
4	20.00%	Moderately effective
1	5.00%	Slightly effective
0	0.00%	Not at all effective
1	5.00%	Uncertain
20	Respondents	

Q29. Please rate how effective the A-team group is in each of the following areas: - Making decisions accepted by all parties		
Count	Percent	
5	25.00%	Extremely effective
12	60.00%	Very effective
2	10.00%	Moderately effective
0	0.00%	Slightly effective
0	0.00%	Not at all effective
1	5.00%	Uncertain
20	Respondents	

Q30. Please rate how effective the A-team group is in each of the following areas: - Facilitating compromise when needed to further progress		
Count	Percent	
3	15.00%	Extremely effective
10	50.00%	Very effective
2	10.00%	Moderately effective
0	0.00%	Slightly effective
0	0.00%	Not at all effective
5	25.00%	Uncertain
20	Respondents	

Q31. Please rate how effective the A-team group is in each of the following areas: - Resolving conflict within group		
Count	Percent	
3	15.00%	Extremely effective
4	20.00%	Very effective
2	10.00%	Moderately effective
0	0.00%	Slightly effective
0	0.00%	Not at all effective
11	55.00%	Uncertain
20	Respondents	

Q32. Please rate how effective the A-team group is in each of the following areas: - Celebrating progress		
Count	Percent	
9	45.00%	Extremely effective
4	20.00%	Very effective
4	20.00%	Moderately effective
0	0.00%	Slightly effective
0	0.00%	Not at all effective
3	15.00%	Uncertain
20	Respondents	

Q33. Please rate how effective the A-team group is in each of the following areas: - Identifying and using members' resources		
Count	Percent	
5	25.00%	Extremely effective

Q33. Please rate how effective the A-team group is in each of the following areas: - Identifying and using members' resources**Count Percent**

9	45.00%	Very effective
5	25.00%	Moderately effective
0	0.00%	Slightly effective
0	0.00%	Not at all effective
1	5.00%	Uncertain
20	Respondents	

Q34. Please rate how effective the A-team group is in each of the following areas: - Providing for training of members as appropriate**Count Percent**

3	15.00%	Extremely effective
4	20.00%	Very effective
5	25.00%	Moderately effective
4	20.00%	Slightly effective
0	0.00%	Not at all effective
4	20.00%	Uncertain
20	Respondents	

Q35. Please rate how effective the A-team group is in each of the following areas: - Reviewing, reflecting, and evaluating to assure progress and results**Count Percent**

5	25.00%	Extremely effective
9	45.00%	Very effective
4	20.00%	Moderately effective
1	5.00%	Slightly effective
0	0.00%	Not at all effective
1	5.00%	Uncertain
20	Respondents	

Q36. Please rate how effective the A-team group is in each of the following areas: - Communicating progress and achievement**Count Percent**

3	15.00%	Extremely effective
15	75.00%	Very effective
2	10.00%	Moderately effective
0	0.00%	Slightly effective
0	0.00%	Not at all effective
0	0.00%	Uncertain
20	Respondents	

Q37. Please rate how effective the A-team group is in each of the following areas: - Developing capacity to sustain efforts

Count	Percent	
3	15.00%	Extremely effective
10	50.00%	Very effective
5	25.00%	Moderately effective
0	0.00%	Slightly effective
0	0.00%	Not at all effective
2	10.00%	Uncertain
20		Respondents

Q38. Please indicate how often each of the following is true: - Your viewpoint is heard

Count	Percent	
8	40.00%	All of the time
9	45.00%	Most of the time
2	10.00%	Some of the time
1	5.00%	Rarely
0	0.00%	Never
20		Respondents

Q39. Please indicate how often each of the following is true: - You are viewed as a valued member

Count	Percent	
8	40.00%	All of the time
7	35.00%	Most of the time
3	15.00%	Some of the time
2	10.00%	Rarely
0	0.00%	Never
20		Respondents

Q40. Please indicate how often each of the following is true: - You feel comfortable in the group

Count	Percent	
9	45.00%	All of the time
8	40.00%	Most of the time
3	15.00%	Some of the time
0	0.00%	Rarely
0	0.00%	Never
20		Respondents

Q41. Please indicate how often each of the following is true: - You are satisfied with the group's progress

Count	Percent	
4	20.00%	All of the time
10	50.00%	Most of the time
6	30.00%	Some of the time
0	0.00%	Rarely
0	0.00%	Never

Q41. Please indicate how often each of the following is true: - You are satisfied with the group's progress

Count	Percent
20	Respondents

Q42. What do you think is the greatest impact that the A-team has had on the community to date?

Count	Percent
15	100.00%

Count	Percent	
1	6.67%	Alcohol education to Freshman has been huge with AlcoholEdu.
1	6.67%	Assembling stake holders who can hear an idea and support it giving it momentum.
1	6.67%	Bringing awareness to the issues locally.
1	6.67%	Bringing community/university voices together to better work towards a common goal.
1	6.67%	Bringing together many people with a common interest.
1	6.67%	Don't know what impact on the community the coalition has had.
1	6.67%	facilitating conversation
1	6.67%	Greater cohesiveness between community & university re: alcohol-related issues
1	6.67%	Having that collaborative effort where people from multiple disciplines to address this issue.
1	6.67%	I am not sure about that. I don't feel I can identify that impact.
1	6.67%	I think the support of the students in recovery organization is the largest accomplishment of the A-Team in the last year.
1	6.67%	Integrating different community entities (e.g., the police) and providing coordinated efforts to enhance safety among UW students in the community (e.g., saferide).
1	6.67%	It has provided a place to focus on issues
1	6.67%	offering positive ways to prevent/deal with problems.
1	6.67%	The idea of A-Team, I think, has a great impact on the community - that so many parties come together to discuss issues they are seeing/experiencing and are working to correct those issues.

15	Respondents
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Q43. Please indicate the extent to which you think the group has benefited your community:

Count	Percent	
5	25.00%	Greatly benefited
12	60.00%	Moderately benefited
3	15.00%	Slightly benefited
0	0.00%	Not at all benefited
20	Respondents	

Q44. In your opinion, what could be done to improve the group's effectiveness?

Count	Percent
15	100.00%

Count	Percent	
1	6.67%	Be more active outside the UW community.
1	6.67%	Embrace the harm reduction model across more facets of campus and the community.
1	6.67%	Having more things the committee could do would be great - more outreach from the committee, more community engagement, etc.
1	6.67%	I feel that a few key people are the ones who are on sub-committees and actually doing things in the community regarding alcohol education. I would like to see more policy discussions and how to actually implement many of the ideas on the strategic plan. I am an action person and want to see progress to getting things done/accomplished.

Q44. In your opinion, what could be done to improve the group's effectiveness?			
Count	Percent		
1	6.67%	I know A-team has a really solid strategic plan, but it feels that most of the work being done on that plan is happening outside of A-team, and the A-team meetings are mostly a place for people to meet once a month, eat lunch, and check in. When we do have presentations/research, those presentations aren't always connected to our action items.	
1	6.67%	I think following up more in between meetings and having more subgroups working on specific things would be helpful	
1	6.67%	Meet in a smaller room so that it is easier to hear people talk. Because people are so spread out in the room that we typically meet in, it can be difficult to hear people's input.	
1	6.67%	More focus on recovery instead of prevention.	
1	6.67%	More work with off campus students, particularly returning sophomores.	
1	6.67%	NA	
1	6.67%	Policy change	
1	6.67%	Recruit new members.	
1	6.67%	Reduce the number of topics discussed and focus on each item more fully.	
1	6.67%	Sometimes difficult to attend meetings (time)	
1	6.67%	Take on alcohol abuse awareness issues for students beyond freshman level.	
15	Respondents		

Q45. What topics/issues would you like to learn more about during the A-team?			
Count	Percent		
10	100.00%		
Count	Percent		
1	10.00%	Broad view of campus issues migrating into the community. Seatbelt awareness and attitudes.	
1	10.00%	Community or state resources for students with severe drinking problems.	
1	10.00%	How tragedy is dealt with on campus, so that no one forgets that bad things do happen.	
1	10.00%	I would like to have deeper discussions about how the university can support students in learning healthy behaviors towards alcohol in an environment that we can control i.e. programming for students over 21 that involves alcohol. There is a difference between supporting healthy behaviors with alcohol and supporting drinking to excess and I feel that UW is afraid of alcohol and wants to completely avoid the issue.	
1	10.00%	Legislation regarding alcohol/drug use (especially in regards to marijuana), recovery programs, outreach efforts to the campus and Laramie community, party safe programs, feasibility of a good Samaritan policy, etc.	
1	10.00%	More about our efforts to address the issues/problems.	
1	10.00%	NA	
1	10.00%	Police training procedures	
1	10.00%	The different committees/subcommittees available to members.	
1	10.00%	The group already deals with relevant topics	
10	Respondents		

Q46. Which of the following best describes you?			
Count	Percent		
9	45.00%	UW staff	
3	15.00%	UW student	
1	5.00%	UW faculty	
0	0.00%	UW administrator	
7	35.00%	Community partner	
20	Respondents		

Appendix E-c

Summary of Coalition Empowerment Assessment Meeting One**February 11, 2022 with the A-Team at UW**

On February 11, 2022, the University of Wyoming prevention coalition (it also included Wyo Tech and the Laramie branch of LCCC) met for step one of a coalition empowerment assessment project aimed at identifying and providing important training and technical assistance to build coalition capacity and move the coalition forward. The process involved taking stock of capacity and efforts around each step of the Strategic Prevention Framework (SPF) model. It began with a basic discussion of efforts and moved to specific scoring of the five major parts of each SPF step. Results led to a discussion of the most important training and technical assistance needs and the next steps for fulfilling these needs.

Needs Assessment: With the exception of logic modeling, participants gave high scores to the coalition's ability to collect, analyze, and use data. They also report having access to lots of data. However, given the numerous subpopulations in Laramie, they reported a need to do a better job understanding the data and needing a "deep dive" into the data. They also discussed using more qualitative research to better understand smaller groups like the LGBTQ community. This was the beginning of a recurring theme of working in too many silos.

Mobilizing Stakeholders: The coalition reported having many of the important sectors and fairly strong leadership and workforce. They again noted work in silos, and they felt the coalition didn't fully understand or communicate all the different efforts taking place. Much work is needed with communication beyond reporting out at meetings and especially with engaging the larger UW and Laramie communities.

Strategic Planning: While the coalition has realistic expectations and uses evidence-based strategies. Most had never seen a strategic plan or logic model. Their work is not comprehensive, nor are they actively working toward measurable outcomes. Again, plans exist for specific departments or programs, but the coalition is not working together to ensure a comprehensive approach.

Strategy Implementation: Unlike many communities and coalition, the A-Team reported plenty of resources, knowledge, and skills to do effective prevention. But they don't have community readiness or buy-in to make these happen. They also don't have shared responsibility to complete a comprehensive approach. Again, silos explain these efforts.

Evaluation: Evaluation seems possible for the coalition, and specific projects (like Green Dot) do a good job of it. However, they reported not communicating these important findings to key stakeholders or the community more broadly. Communication, outreach, and buy-in continued to be important needs.

In sum, the A-Team has a long history and many skills. They acknowledged a lack of comprehensiveness and working in silos. They also felt that they could do better with data and other aspects of prevention science. Generally, they lacked a comprehensive approach where they work together and share responsibility for prevention efforts.

Identified TA and Training Needs

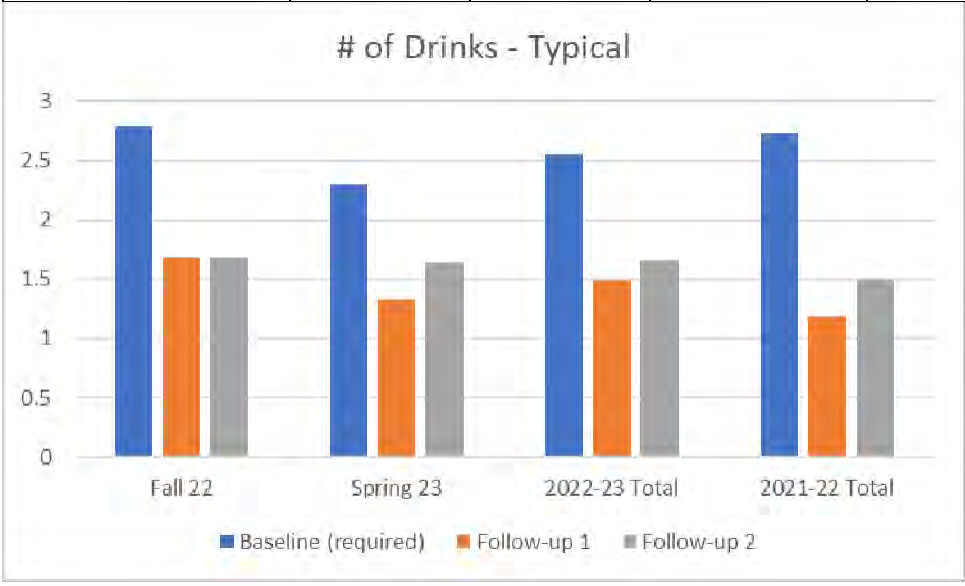
The coalition identified three major areas for TA to start as soon as possible.

1. Complete a “prevention 101” training with the coalition so everyone has an understanding of prevention science and what works on college campuses.
2. Develop a comprehensive plan that eliminates silos.
3. Develop actions steps that accounts for departmental efforts and includes shared responsibilities.

Appendix F-a

Number of drinks - Typical

# of Drinks (Typical)	Fall 22	Spring 23	2022-23 Total	2021-22 Total
	Mean (Max)	Mean (Max)	Mean (Max)	Mean (Max)
Baseline (required)	2.79 (10)	2.296 (8.5)	2.55 (10)	2.73 (10)
Follow-up 1	1.677 (9)	1.32 (4)	1.49 (9)	1.18 (5)
Follow-up 2	1.68 (6)	1.64 (3.8)	1.66 (6)	1.5 (5)

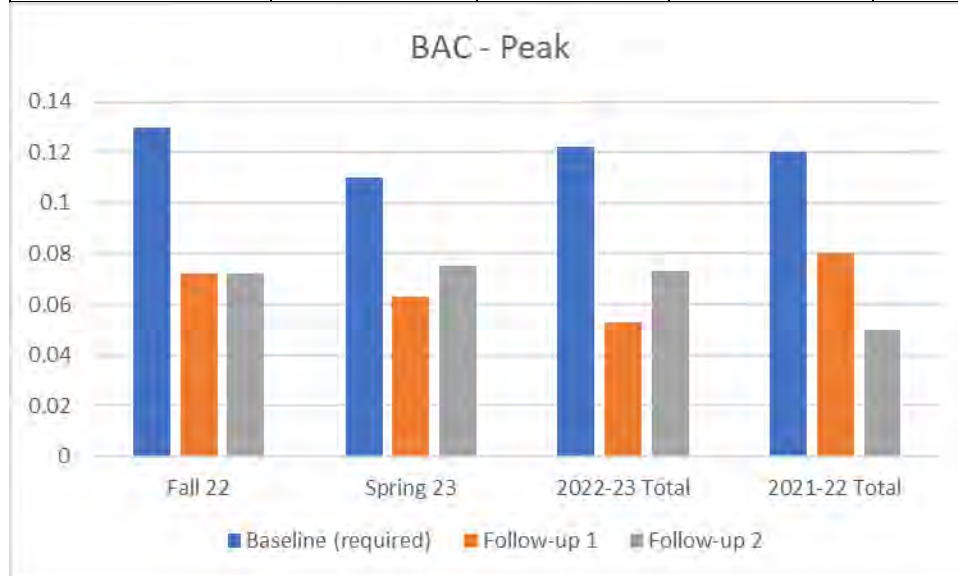


The table and graph above illustrate the average number of drinks that participants consumed per drinking occasion prior-to and following their participation/completion of the AWARE program.

The data above clearly show that during the 2022-2023 Academic Year (AY), participants consumed significantly fewer drinks per-occasion following completion of the AWARE program, compared to the average number of drinks consumed prior to completing AWARE. The same outcomes were achieved in the previous Academic Year (2021-2022) as well.

BAC - Peak

BAC (Peak)	Fall 22	Spring 23	2022-23 Total	2021-22 Total
	Mean (Max)	Mean (Max)	Mean (Max)	Mean (Max)
Baseline (required)	0.13 (.46)	.11 (.514)	.122 (.514)	.12 (.538)
Follow-up 1	.072 (.397)	.063 (.53)	0.053 (.53)	.08 (.475)
Follow-up 2	.072 (.22)	.075 (.378)	.073 (.378)	.05 (.168)



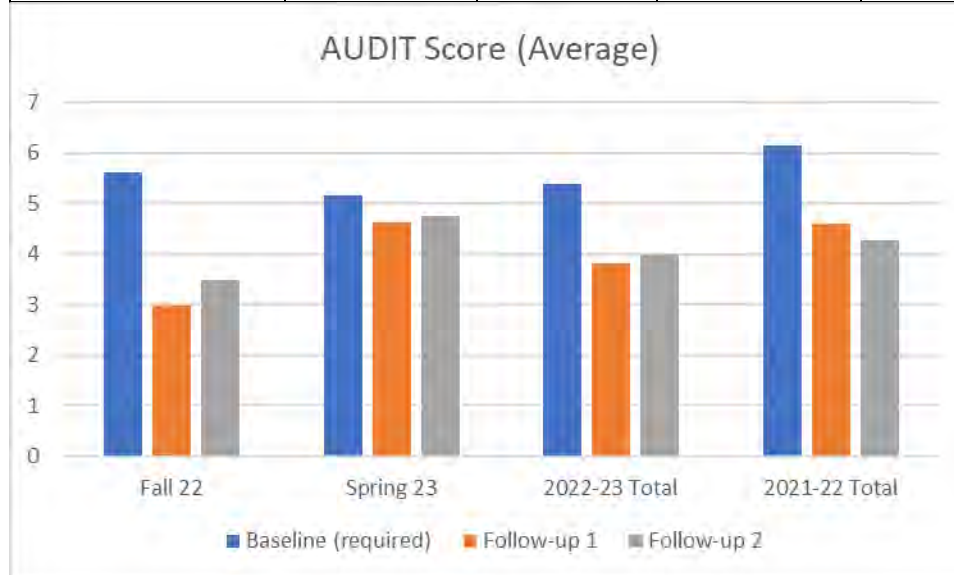
The table and graph above illustrate the average Peak Blood-Alcohol Concentration (BAC) of participants prior-to and following their participation/completion of the AWARE program.

The data above clearly show that during both the 2021-2022, and 2022-2023 Academic Years, participants reported significantly lower BAC following completion of the AWARE program, compared to the Peak BAC reported prior to completing AWARE. This suggests increased use of harm-reduction behaviors such as pacing/spacing out drinks, and drinking over a longer period of time.

The data appear to suggest that participants are increasing use of harm-reduction strategies/behaviors when they do choose to drink.

AUDIT Score, Average/Mean

AUDIT Score (Mean)	Fall 22	Spring 23	2022-23 Total	2021-22 Total
	Mean (Max)	Mean (Max)	Mean (Max)	Mean (Max)
Baseline (required)	5.62 (26)	5.15 (23)	5.39 (26)	6.14 (27)
Follow-up 1	2.97 (9)	4.63 (20)	3.82 (20)	4.6 (28)
Follow-up 2	3.48 (10)	4.75 (17)	4 (17)	4.28 (15)



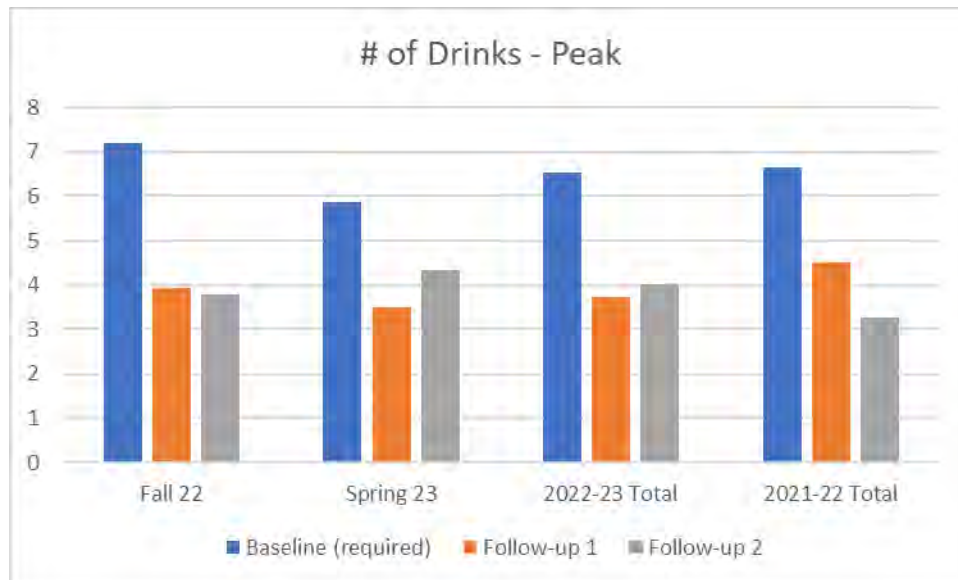
The table and graph above illustrate the average score on the AUDIT prior-to and following their participation/completion of the AWARE program. AUDIT is the 'Alcohol Use Disorders Identification Test.' While the AUDIT is not a diagnostic measure, it is a standard measure used to determine a person's risk-level regarding alcohol consumption. In AWARE, a participant's AUDIT score is one factor used to determine which intervention will be most appropriate, or if a student may be beyond the scope of the program, at which point referral to treatment is indicated.

The data above clearly show that participant's AUDIT scores dropped from the baseline survey to the follow-up surveys during the 2021-2022, and 2022-2023 Academic Years.

This data illustrates that participants are endorsing fewer risk factors on the AUDIT at the follow-up measures compared to the baseline survey.

of Drinks - Peak

# of Drinks (Peak)	Fall 22	Spring 23	2022-23 Total	2021-22 Total
	Mean (Max)	Mean (Max)	Mean (Max)	Mean (Max)
Baseline (required)	7.19 (35)	5.87 (28)	6.54 (35)	6.66 (30)
Follow-up 1	3.94 (17)	3.5 (17)	3.72 (17)	4.51 (19)
Follow-up 2	3.79 (11)	4.35 (15)	4.02 (15)	3.28 (13)

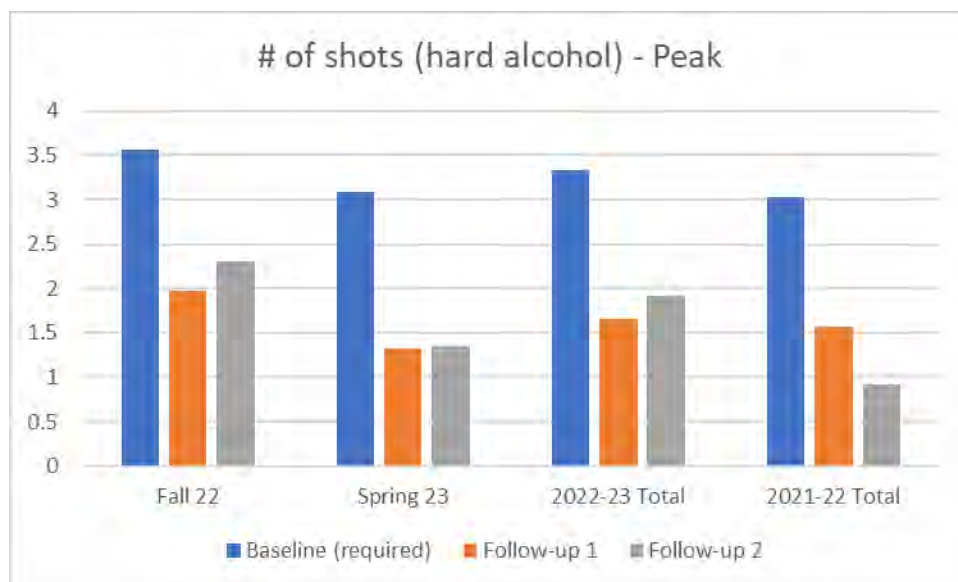


The table and graph above illustrate the average Peak number of drinks that participants consumed per drinking occasion prior-to and following their participation/completion of the AWARE program. This means that during the reporting period (during the past month), this is the maximum number of drinks that participants reported drinking in a single drinking-occasion.

The data above clearly show that participants consumed significantly fewer drinks during peak-use occasions following completion of the AWARE program, compared to the peak number of drinks consumed prior to completing AWARE. Almost half as many drinks at the second follow-up survey during both Academic Years.

of shots (hard alcohol) - Peak

# of shots/ hard alcohol (Peak)	Fall 22	Spring 23	2022-23 Total	2021-22 Total
	Mean (Max)	Mean (Max)	Mean (Max)	Mean (Max)
Baseline (required)	3.56 (20)	3.08 (20)	3.33 (20)	3.03 (25)
Follow-up 1	1.97 (17)	1.33 (5)	1.65 (17)	1.57 (15)
Follow-up 2	2.31 (8)	1.35 (8)	1.92 (8)	.92 (4)

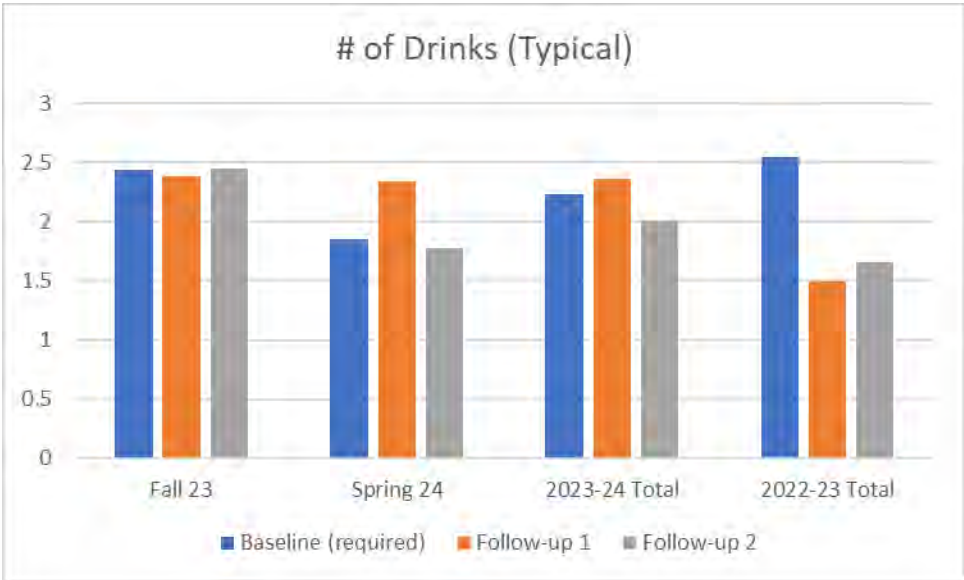


One harm-reduction strategy is to avoid, or limit, consumption of hard alcohol and particularly limiting 'shots' (1.5 oz of alcohol consumed rapidly). The data above illustrate that participants reduced the number of 'shots' that they consumed at the follow-up surveys, compared to the baseline survey.

Appendix F-b

Number of drinks - Typical

# of Drinks (Typical)	Fall 23	Spring 24	2023-24 Total	2022-23 Total
	Mean (Max)	Mean (Max)	Mean (Max)	Mean (Max)
Baseline (required)	2.44 (10)	1.85 (8)	2.23 (10)	2.55 (10)
Follow-up 1	2.38 (5.5)	2.34 (10)	2.36 (10)	1.49 (9)
Follow-up 2	2.45 (6.25)	1.78 (10)	2.00 (10)	1.66 (6)

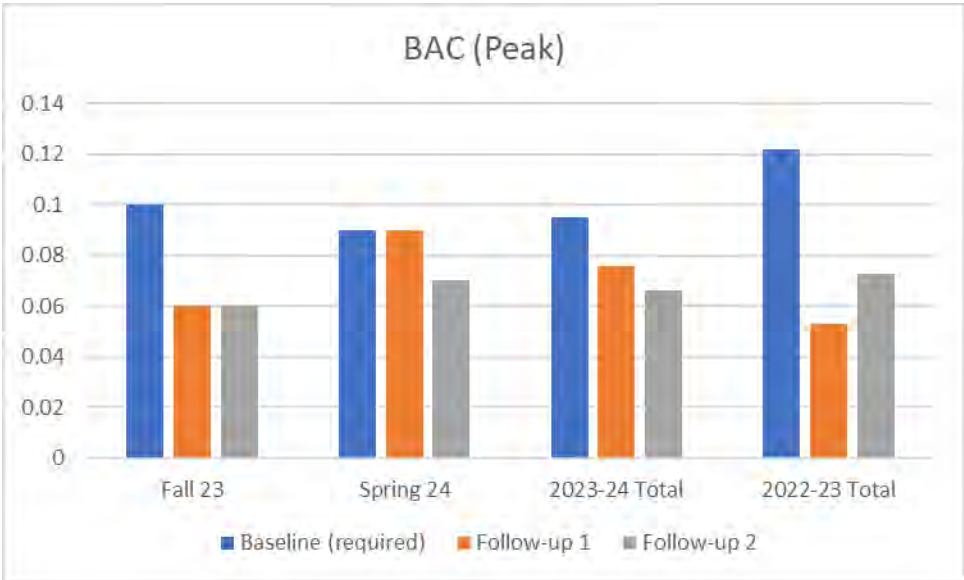


The table and graph above illustrate the average number of drinks that participants consumed per drinking occasion prior-to and following their participation/completion of the AWARE program.

The data above show that during the 2023-2024 Academic Year (AY), participants consumed fewer drinks per-occasion following completion of the AWARE program, particularly as illustrated by the first follow-up survey (30 days post-completion) compared to the average number of drinks consumed prior to completing AWARE. The same outcomes were achieved in the previous Academic Year (2022-2023) as well.

BAC – Peak

BAC (Peak)	Fall 23	Spring 24	2023-24 Total	2022-23 Total
	Mean (Max)	Mean (Max)	Mean (Max)	Mean (Max)
Baseline (required)	.10 (.28)	.09 (.31)	.095 (.31)	.122 (.514)
Follow-up 1	.06 (.15)	.09 (.32)	.076 (.32)	0.053 (.53)
Follow-up 2	.06 (.13)	.07 (.26)	.066 (.26)	.073 (.378)



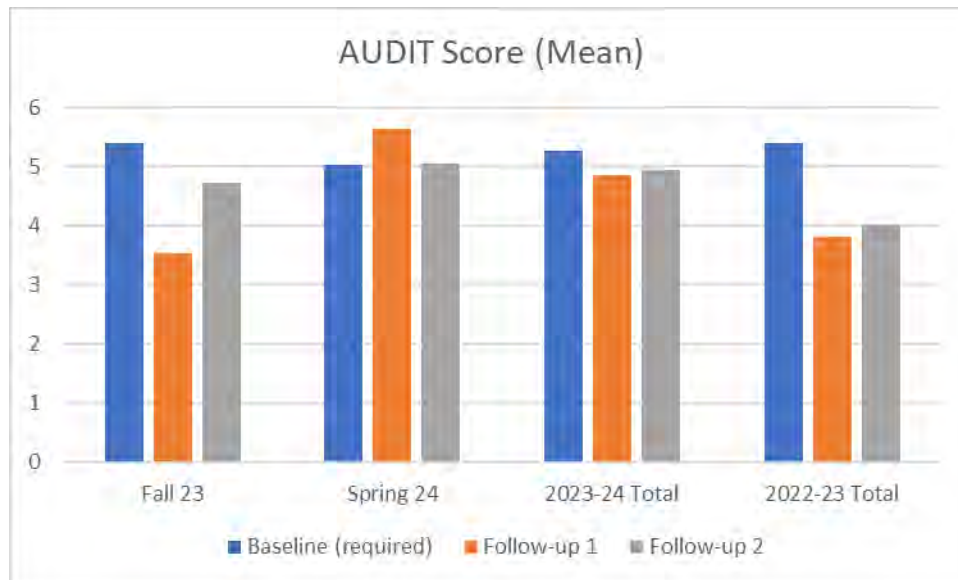
The table and graph above illustrate the average Peak Blood-Alcohol Concentration (BAC) of participants prior-to and following their participation/completion of the AWARE program.

The data above clearly show that during both the 2022-2023, and 2023-2024 Academic Years, participants reported significantly lower BAC following completion of the AWARE program, compared to the Peak BAC reported prior to completing AWARE. This suggests increased use of harm-reduction behaviors such as pacing/spacing out drinks, and drinking over a longer period of time.

The data appear to suggest that participants are increasing use of harm-reduction strategies/behaviors when they do choose to drink.

AUDIT Score

AUDIT Score (Mean)	Fall 23	Spring 24	2023-24 Total	2022-23 Total
	Mean (Max)	Mean (Max)	Mean (Max)	Mean (Max)
Baseline (required)	5.4 (21)	5.03 (25)	5.27 (25)	5.39 (26)
Follow-up 1	3.54 (10)	5.64 (22)	4.86 (22)	3.82 (20)
Follow-up 2	4.73 (21)	5.05 (21)	4.94 (21)	4 (17)



The table and graph above illustrate the average score on the AUDIT prior-to and following their participation/completion of the AWARE program. AUDIT is the 'Alcohol Use Disorders Identification Test.' While the AUDIT is not a diagnostic measure, it is a standard measure used to determine a person's risk-level regarding alcohol consumption. In AWARE, a participant's AUDIT score is one factor used to determine which intervention will be most appropriate, or if a student may be beyond the scope of the program, at which point referral to treatment is indicated.

The data above clearly show that participant's AUDIT scores dropped from the baseline survey to the follow-up surveys during the 2022-2023, and 2023-2024 Academic Years.

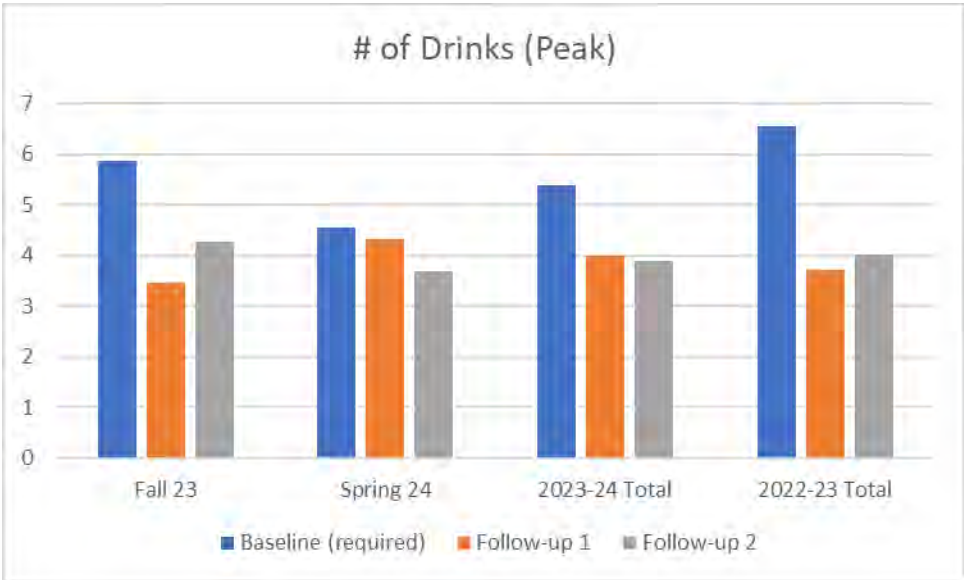
This data illustrates that participants are endorsing fewer risk factors on the AUDIT at the follow-up measures compared to the baseline survey.

Scoring for the AUDIT is as-follows:

- 0-7 Low-risk
- 8-14 Hazardous/ Harmful
- 15+ High risk/ Potential dependence

Number of drinks – Peak

# of Drinks (Peak)	Fall 23	Spring 24	2023-24 Total	2022-23 Total
	Mean (Max)	Mean (Max)	Mean (Max)	Mean (Max)
Baseline (required)	5.87 (16)	4.54 (15)	5.39 (16)	6.54 (35)
Follow-up 1	3.46 (6)	4.32 (16)	4.00 (16)	3.72 (17)
Follow-up 2	4.27 (12)	3.68 (9)	3.88 (12)	4.02 (15)

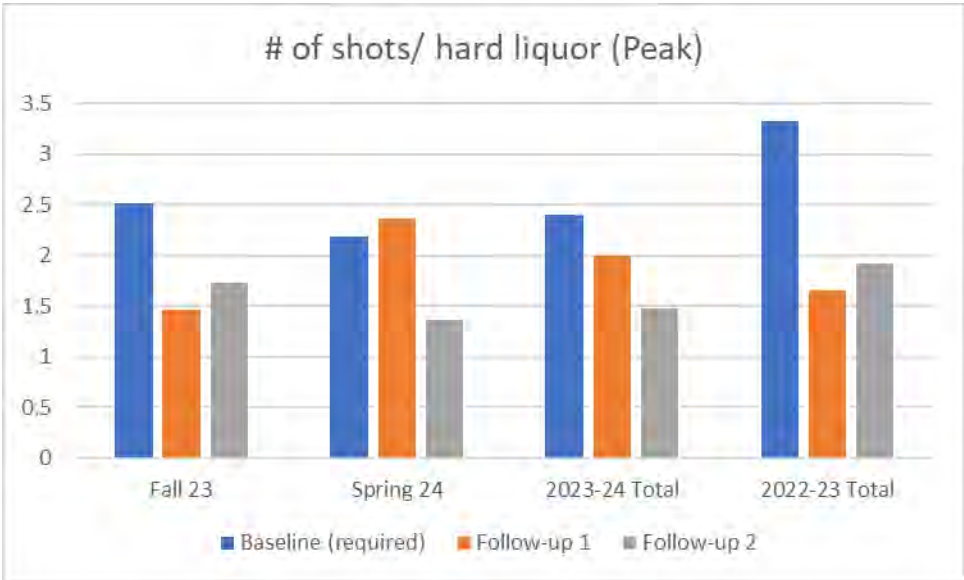


The table and graph above illustrate the average Peak number of drinks that participants consumed per drinking occasion prior-to and following their participation/completion of the AWARE program. This means that during the reporting period (during the past month), this is the maximum number of drinks that participants reported drinking in a single drinking-occasion.

The data above clearly show that participants consumed significantly fewer drinks during peak-use occasions following completion of the AWARE program, compared to the peak number of drinks consumed prior to completing AWARE.

Number of shots (hard alcohol) – Peak

# of shots/ hard alcohol (Peak)	Fall 23	Spring 24	2023-24 Total	2022-23 Total
	Mean (Max)	Mean (Max)	Mean (Max)	Mean (Max)
Baseline (required)	2.52 (12)	2.19 (10)	2.40 (12)	3.33 (20)
Follow-up 1	1.46 (4)	2.36 (8)	2.00 (8)	1.65 (17)
Follow-up 2	1.73 (4)	1.36 (6)	1.48 (6)	1.92 (8)



One harm-reduction strategy is to avoid, or limit, consumption of hard alcohol and particularly limiting ‘shots’ (1.5 oz of alcohol consumed rapidly). The data above illustrate that participants reduced the number of ‘shots’ that they consumed at the follow-up surveys, compared to the baseline survey.

Appendix G-a



WEARE



Student Code of Conduct



UNIVERSITY OF WYOMING

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University of Wyoming Student Code of Conduct and Community Standards

I. COMMUNITY STANDARDS

The University of Wyoming is an academic community dedicated to teaching, scholarship, research, service, inclusion, and the holistic development of students. As an academic community, the University has an interest in the safety, welfare, success, and education of the members of this community and in fostering an environment consistent with the educational mission, purpose, and processes of the University. When students voluntarily enter the University, they assume obligations of performance and behavior relevant to the University's mission, processes, and functions. Expectations of students in an academic community are higher than those of other citizens.

As members of the University of Wyoming Community, students are expected follow and promote:



Community: Students are expected to build and enhance their community. They understand and appreciate how their decisions and actions impact others and are just and equitable in their treatment of all members of the community.



Integrity: Students are expected to exemplify honesty, honor, and respect for the truth in all of their actions.



Social Consciousness: Students are expected to recognize that respecting the dignity of every person is essential for creating and sustaining a flourishing University community. They act to discourage and challenge those whose actions may be harmful to and/or diminish the worth of others.



Respect: Students are expected to show positive regard for each other and for the community.



Responsibility: Students are expected to accept responsibility for their learning, personal behavior and future success, and students should appropriately challenge others to do the same. Students should use judgment, be trustworthy and take personal responsibility for their actions.

The University of Wyoming has a history of students who engage in exemplary behavior toward their peers, staff, faculty, and community members. As members of the University of Wyoming Community, students are expected to follow and promote our shared values. Additionally, University of Wyoming students are responsible for knowing the information, policies, and procedures outlined in this document. The University reserves the right to make changes to the Student Code of Conduct and Community Standards (SCCCS) as necessary and once those changes are posted online they are in effect. Students are encouraged to check online for the updated versions of all policies and procedures.

A. PHILOSOPHY AND MISSION

The mission of the Dean of Students Office is to educate students and student organizations about community standards and prohibited conduct, promote student learning, success, and accountability, and facilitate the development of thoughtful, responsible, and engaged members of the community. The Student Code of Conduct is a key component of the Dean of Students Office effort to reduce and prevent behavior that undermines academic success and that detracts from the educational mission of the University; ensures the health and safety of students and the community; provides timely support and resources for students; and prevents violence in and around the University community. The Student Conduct Code defines University intervention, resolution options, and possible action related to the behavior of both individual students and student organizations.

B. GOALS OF THE STUDENT CODE OF CONDUCT

The goals for Student Code of Conduct are as follows:

1. to protect the safety and welfare of the University community;
2. to facilitate an understanding of the campus values outlined in the Community Standards;
3. to help bring the student's behavior into alignment with the Community Standards;
4. to help the student reflect on their responsibility for their behavior;
5. to address impacts of a student's behavior on those impacted, including the Community;
6. to help the student consider the consequences of their behavior in advance; and
7. to assist the student in making future choices that will enable them to be successful.

The University of Wyoming educates students who violate the community standards of the Student Code of Conduct through education and support, conduct review, and imposition of sanctions, including suspension or dismissal from the University. Decisions made using the Student Code of Conduct take into consideration both the rights of the student(s) and the needs of the University in accomplishing its educational goals and mission.

In exercising its disciplinary authority, the University is committed to the principle of fundamental fairness. The Student Code of Conduct is administered without regard to race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, political belief, or any other applicable protected category or participation in any protected activity, as defined in [UW Regulation 4-2](#). Consistent with state and federal law, reasonable accommodation will be provided to persons with disabilities upon request.

II. INTRODUCTORY INFORMATION

A. DEFINITION OF A STUDENT

For the purposes of the Student Code of Conduct, a "student" means the following:

- any person who is admitted to the University of Wyoming;
- any person who is enrolled at the University of Wyoming and is pursuing undergraduate, graduate, or professional studies, including full-time and part-time status;
- any person who is taking or auditing class(es) through the University; or
- any person who was enrolled in the University at the time of the misconduct or is within one calendar year of their last date of attendance.


B. STUDENT ORGANIZATIONS

Student Organizations (including club sports and fraternities/sororities) are held to the same behavioral expectations as individual students. These organizations are afforded the same rights and obligations under the Code, including being subject to the conduct proceedings outlined herein, and would be subject to the same conduct sanctions. As with individual students, student organizations are responsible for knowing the community standards, expectations for conduct, and procedures outlined in this Code. They should also be aware of the other University regulations or policies, departmental policies or procedures, rules or governing documents for which the group may be accountable. Failing to follow any of the aforementioned policies may be a violation of the code.

In addition to conduct proceedings for student organizations, individual students who are members of a student organization may also be held responsible for their personal actions under this Code. Conduct proceedings for fraternities and sororities will be overseen by the Fraternal Standards Board and the Dean of Students Office at the sole discretion of the Dean of Students.

C. UNIVERSITY CONDUCT PROCESS VS. LEGAL PROCEEDINGS

The procedures described in this Code are administrative procedures designed to create opportunities for members of the University community to evaluate alleged violations and determine appropriate sanctions if necessary. They are not legal proceedings. Although many elements of the law (such as due process) influence and inform our campus conduct proceedings, campus conduct procedures do not follow all the



rules and procedures of a formal legal proceeding, nor are they intended to. The University conduct process operates separately and independently from the criminal justice process and civil proceedings. The student conduct process may happen before, during, or after criminal proceedings. Since the student conduct process is entirely separate from criminal or civil litigation, legal outcomes do not affect the student conduct process nor will pending criminal or civil litigation stop or delay the student conduct process.

All members of the University of Wyoming community are also subject to relevant local, state, and federal laws. Alleged violations that are also violations of local, state, or federal laws may be prosecuted separately through the criminal justice system. Because the University's proceedings are administrative and not legal proceedings, many legal rules of procedure and evidence are not applicable or required. The University may use, among other things, information from third party sources, such as law enforcement agencies, reports of investigation, the courts, and other witnesses to help determine whether the Student Code of Conduct has been violated. In cases where one student (the "Impacted Party") files a complaint against another student (the "Responding Party"), the University may proceed with the case on the basis of other evidence and testimony, even if the Impacted Party does not wish to participate or continue in the process.

D. ADMINISTRATIVE RESPONSIBILITY

As prescribed by [UW Regulation 11-1](#), the Vice President for Student Affairs is responsible for the overall administration of the Student Code of Conduct and campus conduct proceedings related to general misconduct. The Dean of Students is responsible for day-to-day administration of the Student Code of Conduct and for managing and adjudicating cases of general misconduct. The Prohibited Conduct section of this Code provides a detailed description of expected standards of general behavior and procedures.

The Provost and Executive Vice President is responsible for the overall administration of academic misconduct. Individual cases of academic misconduct are initially handled in the schools and colleges by the faculty in collaboration with the faculty member's department head. As outlined in [UW Regulation 2-114](#), academic disciplinary records will be maintained in the Dean of Students Office.


The Equal Opportunity Report and Response (EORR) office is responsible for the overall administration of sexual misconduct and discrimination policy. See UW Regulation 4-2 and UW Regulation 4-3 and learn more about those policies at the Report It website here (<http://www.uwyo.edu/reportit/>).

E. AUTHORITY & JURISDICTION

Authority and jurisdiction for student discipline is prescribed by [UW Regulation 11-1](#). Students are expected to comply with all University policies, procedures, and instructions of University officials acting in the performance of their duties. Failure to do so may result in the student conduct proceedings outlined in this code. Conduct allegations may arise for any violation on or off campus, which adversely impacts the University community or the pursuit of the University's educational mission, process or function. The University shall review each off campus incident reported to the University on a case-by-case basis to allow for consideration of the unique facts of each situation involving student behavior. The University will take necessary and appropriate action to protect the safety and well-being of the University community. In addition, if credible information indicates that a student broke local, state or federal law, the University reserves the right to notify the appropriate authority and may be legally required to do so depending upon the alleged behavior.

Any misconduct occurring when the person is a student is covered by the Student Code of Conduct. This includes conduct occurring on University breaks and during summer between enrolled semesters. The University retains jurisdiction over students who choose to withdraw or have graduated from the University while a conduct matter is pending.

The Dean of Students has delegated to the Director of Residence Life the authority to develop and enforce rules and procedures to address the unique needs and management of University residential premises under



the control of the Director of Residence Life. Such [rules and procedures](#) shall be complementary to this Code. Any question of interpretation regarding the Student Code of Conduct will be determined at the discretion of the President or designee, in consultation with the Office of General Counsel.

F. REPORTING OPTIONS

Any member of the University community (faculty, staff or student) or any person unaffiliated with the University who has knowledge of an alleged violation of the Student Code of Conduct may file a complaint alleging that a violation of the Student Code of Conduct has occurred. Such complaint should be filed with the Dean of Students Office as soon as possible. The University may itself initiate a complaint. There is no timeframe on reporting incidents of misconduct; however, the more time that has elapsed the more difficult it may be to resolve the allegation as supporting information may have been lost.

Complaints may be submitted in writing via email to dos@uwyo.edu or submitted via the [UWYO CARES online form](#) and should include the date, time, place, name(s) of person(s) involved (e.g., the alleged, witnesses) and sufficient detail to assist in the resolution of the allegation as outlined in this Code. Complaints can also be given to the Dean of Students in person or by calling 307.766.3296. Reports of discrimination, work-place violence or sexual misconduct can be submitted using the online [Report It form](#).

Students should be advised that University employees are considered mandatory reporters, and must report any disclosure of sexual misconduct, civil rights discrimination and workplace violence to the Equal Opportunity Report and Response (EORR) office. A full list of confidential and anonymous reporting options is available on the EORR [website](#).

G. ROLE OF AN ADVISOR VS. UNIVERSITY PROCESS ADVISOR


Advisors serve to provide process and/or legal advice to students involved in the investigation of allegations or conduct proceedings. Students may have an advisor of their choice to assist them throughout the investigatory and/or student conduct processes at their own expense. The advisor may not serve in a dual role as a witness in the hearing. The advisor is generally a silent and non-participating presence who is there to observe the proceedings and provide support, guidance, or advice to their student. The University reserves the exclusive right to determine what constitutes appropriate behavior on the part of the advisor. The availability or lack of availability of an advisor will in no way impact or impair the investigation or student conduct process, and all requests for extensions remain within the sole discretion of the Dean of Students or the appointed Hearing Officer. Advisors may not participate in the process in the absence of the student.

Students will receive direct communication from the University. Upon request, communication may be limited to written format on which advisors can be copied. Advisors may accompany students at any meetings or conduct proceedings, but are limited to non-speaking roles. During a hearing, either party may request a brief recess to consult with their advisor. This request may be granted at the discretion of the Hearing Officer.

Students may also request a process advisor by the university. The process advisor will not provide legal advice, speak on behalf of, advocate for, or work with a student's other advisor/support person(s). The process advisor's role is only to advise the student about University process. More information on the role of a process advisor and how to request one can be found on the Dean of Students website at www.uwyo.edu/dos

H. HEALTH & SAFETY EXEMPTION

The health and safety of University of Wyoming students is of the utmost priority. To encourage students to offer help and assistance to others, the University may choose not to pursue conduct violations for (1) a student who may be hesitant to report misconduct because they themselves have committed a minor violation at the time of a more serious incident or (2) a student who may have committed a minor violation while actively assisting those who need medical aid, or (3) a student who may have committed a minor



violation while seeking help for themselves. Consideration will be given to students who act responsibly to aid other persons when determining appropriate sanctions and conduct outcomes.

The Dean of Students or designee will make the determination about when the exemption will be applied. Abuse of health and safety requests can result in a decision by the Dean of Students not to extend this exemption to the same person repeatedly. The University's actions do not have an impact on any legal action as a result of law enforcement responsibilities. Students may still be assigned educational or intervention services but will not have a disciplinary conduct record on file with the University.

I. RIGHTS AND RESPONSIBILITIES IN AN INSTRUCTIONAL SETTING

The primary responsibility for managing the instructional environment rests with each faculty member. The student has the right to participate in relevant and civil discussions, inquiry, and expression activities in their academic endeavors. Students have the responsibility to respect the instructor's freedom to teach and the right of other students to learn. Students may take reasoned exception to the data or views offered in any course of study. They are responsible for learning the content of any course of study for which they are enrolled.

Students who engage in acts that result in the disruption of a class may be directed by the faculty member to leave the class for the remainder of the class period. Repetition of such behavior or egregious classroom offenses may result in termination of a student's enrollment in the class as provided through this Code. Additional disciplinary sanctions may also apply.

J. STUDENT ACTIVISM AND FREEDOM OF EXPRESSION

The University of Wyoming supports student activism on campus and the right to free expression under the [First Amendment of the United States Constitution](#). Student participation in community and political events is a fundamental component of students developing their own voice on current social and political issues. Furthermore, student activism creates the opportunity for the exchange of ideas through dialogue, which is critical in an educational environment. Students involved in the planning or participation of activism-related events or disseminating messages on campus are responsible for knowing and following all relevant policies and procedures. Students may not inhibit others' First Amendment rights as a result of their actions. The Dean of Students office can serve as a resource to students in determining how University policies may apply to proposed student activism initiatives on campus.

Students have the right to be free from unlawful retaliation for exercising their right to free speech consistent with law, regulation, and policy. However, the Dean of Students office may follow up on reports of concern to ensure all students are focused on maintaining open expression and a respectful academic environment so that all students' free speech rights may be protected.

K. BIAS-MOTIVATED VIOLATIONS

Any violation of this Code that is determined to have been motivated by bias based on a protected class may result in enhanced sanctions above those typically assigned for the same violations when not motivated by bias. Any information related to bias will be considered only after an initial determination of responsibility.

III. PROHIBITED CONDUCT

The following list describes conduct that is prohibited for all members of the University community and for which students may be subject to sanctions under this Code.

A. COMMUNITY

University of Wyoming students build and enhance their community.

1. Classroom Disruption: Engaging in behavior(s) that a reasonable person would view as substantial disruption or repeated interference with the instructor's ability to teach the class or the ability of other students to benefit from the instruction.
2. Disorderly Conduct: Behaving in a way that is considered to be disorderly, lewd, or indecent by a reasonable person, or breaching the peace.
3. Disruption or Obstruction: Disrupting or obstructing normal University or University-sponsored or University-hosted activities, including, but not limited to: studying, teaching, research, University administration, fire, police or emergency services or events and programs.
4. Fire Safety: Engaging in misuse or unauthorized use of firefighting, fire sprinkling systems, and other safety equipment or warning devices, engaging in behavior that creates a fire hazard, and failure to evacuate when a fire alarm is activated.
5. Interfering with active bystander: Intentionally interfering with, intimidating, threatening, harassing, or retaliating against others for engaging in bystander intervention to prevent or report potential harm, violence, or sexual misconduct.
6. Property Damage: Defacing, damaging, or destroying property.
7. Retaliation: Retaliating against a person who, acting in good faith, has participated in an investigation or conduct process. For more information, see [UW Regulation 4-2](#) and [UW Regulation 4-3](#).
8. Unauthorized Entry: Entering into, or using without proper authorization, any physical property, vehicle, equipment, building, or area. This includes unauthorized possession or use of University keys, ID cards, computers, lock combinations or other special access codes, or passwords.
9. University Policies: Failing to comply with University policies, rules, regulations, or other guidelines, including but not limited to syllabi and other classroom policies. See the Other Important Policies section of this Code for links to some of these relevant University policies.
10. Weapons: Possessing, using, or storing firearms, explosives (including firecrackers), weapons, ammunition or dangerous chemicals in University facilities or in the course of any University activity. This includes, but is not limited to, BB guns, paintball guns, knives in excess of 3 inches, swords, crossbows, handguns, shotguns, and rifles. See [UW Regulation 6-4](#) for more information. Note that any object perceived to be a weapon or used with the intent to cause bodily harm is considered a weapon.

B. INTEGRITY

University of Wyoming students are expected to exemplify honesty, honor and a respect for the truth in all of their dealings.

1. Attempts: Attempting to or encouraging others to commit acts prohibited by this Code. Complicity with known or obvious violations of the *Student Code of Conduct* or law.
2. False Reporting: Knowingly making a false report of an emergency, crime, or violation of the Code. A determination that the reported emergency or conduct cannot be proven does not necessarily indicate a knowingly false report.
3. False Representation(s): Knowingly making false representation(s) to the University in any form. Submitting false information, documentation or withholding information. False representation at the

time of admission or readmission may cause an individual to be ineligible for admission to, or continuation at, the University of Wyoming.

4. False Identification: Use or possession of false identification (fake ID).
5. Failure to Disclose: Failure to disclose to the Dean of Students in writing, within five business days, any felony related conviction, plea of guilty or deferred judgement occurring after admission to the University; failure to fully disclose conduct information in the University admissions process.
6. Forgery or Unauthorized Use: Forging or using without authorization any University documents or records, financial aid documents, computers, electronic mail, telephones, identification, or property.
7. Interfering with the Conduct Process: Interfering with conduct procedures or outcomes, including, but not limited to: falsification; distortion or misrepresentation of information; knowingly initiating a complaint without good cause; harassment or intimidation of a Hearing Officer, participants, or University personnel before, during, or after a proceeding; violating interim measures; and failure to comply with the sanction(s) imposed by either the Dean of Students, their designee, or Hearing Officer.
8. Misuse or Theft of Computer Data, Equipment, Programs, Time and/or Violation of Information Technology Policies: Violations including but not limited to ([UW Regulation 8-1](#)):
 - a. Unauthorized entry into a file to use, download, read, transfer or change the content, or for any other unauthorized purpose.
 - b. Unauthorized use of another individual's identification and password.
 - c. Use of technology resources to interfere with the work of another student, staff, faculty member or University official.
 - d. Use of technology resources to cyber stalk, send obscene messages, or otherwise violate the law.
 - e. Use of technology resources to interfere with normal operation of the University computing system.
 - f. Attempting to modify system facilities including the introduction of electronic vandalism, e.g. "viruses," "worm," or other destructive or disruptive programs and devices, into University computing resources, whether on its premises or connected to it by network.
 - g. Unauthorized use of technology resources for personal profit, to commit crimes and/or otherwise engage in unlawful conduct.
 - h. Unauthorized copying, reproduction, or file sharing of licensed software on University computing equipment.
9. Theft: Engaging in theft, attempted theft or unauthorized possession of property.

C. SOCIAL CONSCIOUSNESS

Respecting the dignity of every person is essential for creating and sustaining a flourishing university community. Accordingly, it is important that all students understand and appreciate how their decisions and actions impact others and that they are just and equitable in their treatment of all members of the community. This includes acting to discourage and challenge those whose actions may be harmful to and/or diminish the worth of others.

1. Bullying: Engaging in repeated and/or severe, aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally, that is not speech or conduct otherwise protected by the First Amendment.

2. Discrimination: Engaging in behaviors or decision-making that result in an individual experiencing an adverse consequence on the basis of the individual's Protected Class, including but not limited to failure to be hired or promoted or denial of admission to an academic program. See [UW Regulation 4-2](#).
3. Hostile Environment Harassment: Engaging in unwelcome conduct against another individual based upon the individual's Protected Class that is sufficiently severe or pervasive that it alters the conditions of education or employment and creates an environment that a reasonable person would find intimidating, hostile or offensive. The determination of whether an environment is "hostile" must be based on all of the circumstances. These circumstances include, but are not limited to, the frequency of the conduct, its severity, and whether it is threatening or humiliating. Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise.
4. Threatening Behaviors:
 - a. Threat. Written, graphic or verbal conduct that causes a reasonable expectation of harm to the health or safety of any person or damage to any property.
 - b. Intimidation. Intentional behavior that would cause a reasonable person to fear that they are in danger of injury or harm.

D. RESPECT

University of Wyoming students are expected to show positive regard for each other and for the community.

While the following definitions pertain to Respect and the Student Conduct generally, there are limited circumstances where federal Title IX law requires additional procedures for addressing formal complaints of sexual harassment. Federal definitions of terms and policies, reporting requirements, investigations, and adjudication methodologies must be utilized in those instances. For more information, please refer to Appendix 1 and the [Equal Opportunity, Harassment and Nondiscrimination policy](#).

1. Dating and Domestic Violence: Engaging in physically or verbally abusive behavior in any current or former relationship that is used by one partner to gain or maintain power and control over another intimate partner.
 - a. Dating and domestic violence can be physical, sexual, emotional, economic, psychological, or academic actions, or threat of actions. Actions include but are not limited to:
 - i. Physically abusing, threatening to physically abuse, attempting to cause or causing physical harm or acts which unreasonably restrain the personal liberty of any partner or former partner;
 - ii. Placing a partner or former partner in reasonable fear of imminent physical harm;
 - iii. Causing a partner or former partner to engage involuntarily in sexual activity by force, threat of force, or duress;
 - iv. and/or intentionally interfering with a partner or former partners' ability to meet academic obligations.

The existence of such a relationship shall be determined based on consideration of the following factors: length of relationship, type of relationship, and frequency of interaction between the persons involved in the relationship.

2. Hazing: Any intentional act or situation that (a) causes embarrassment, harassment, or ridicule and/or, (b) risks emotional, mental, or physical harm, and is committed for the purpose of membership into, affiliation with, or continuation of membership with a group or team, regardless of the person(s)'s willingness to participate. Apathy or deference in the presence of hazing is not neutral; both are also violations.
3. Physical Violence: Engaging in physical violence of any nature against any person. This includes fighting; assaulting; battering; using or threatening to use a knife, firearm, or other weapon; physically abusing, restraining or transporting someone against their will; acting in a manner that threatens or endangers

the physical health or safety of any person or causes reasonable apprehension of such harm or injuries resulting in death.

4. Sexual Assault: Any type of sexual contact or behavior that occurs without the explicit consent of the recipient. These behaviors may include:
 - a. Non-consensual Sexual Contact Any intentionally touching (however slight) without consent a person's intimate parts (such as genitalia, groin, breast, buttocks, mouth, or clothing covering same). This includes non-consensual touching with any of these body parts, or making another touch you or themselves with or on any of these body parts or any other intentional bodily contact in a sexual manner.
 - b. Non-Consensual Penetration: Penetrating any bodily opening without the consent with any object or body part.
5. Sexual Exploitation of Adults: Occurs when one person takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. When a person for any purpose, knowingly:
 - a. Allowing other individuals to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., FaceTime, Snapchat, Skype or live-streaming of images) without consent of all participants;
 - b. Engaging in voyeurism (e.g., watching private sexual activity without the consent of the participants or viewing another person's intimate parts (including genitalia, groin, breasts or buttocks) in a place where that person would have a reasonable expectation of privacy);
 - c. Non-consensual digital, video, or audio recording of nudity or sexual activity;
 - d. Unauthorized sharing or distribution of digital, video, or audio recording of nudity or sexual activity;
 - e. Intentionally or recklessly exposing one's genitals in non-consensual circumstances; inducing another to expose their genitals
 - f. Prostituting another person or engaging in sex trafficking
 - g. Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising the person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity
 - h. Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections
 - i. Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity
6. Sexual Exploitation of Minors: When a person for any purpose, knowingly:
 - a. Causes, induces, entices, coerces, or permits a minor to engage in, or be used for, the making of child pornography;
 - b. Causes, induces, entices, or coerces a minor to engage in, or be used for, any explicit sexual conduct;
 - c. Manufactures, generates, creates, receives, distributes, reproduces, delivers, or possesses with the intent to deliver, including through digital or electronic means, whether or not by computer, any child pornography; or
 - d. Possesses child pornography (except as outlined in Wyoming Statute 6-4-303 (b)(iv)).
7. Sexual Harassment: Unwelcome or coercive sexual advances, requests for sexual favors, sexually motivated physical conduct, or other verbal or physical conduct or communication of a sexual nature.
8. Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer significant emotional distress.
 - a. Course of conduct means two or more acts, including, but not limited to, acts in which the responding party directly, indirectly, or through third parties, by any action, method, device, or

means, follows, monitors, observes, surveys, threatens, or communicates to or about a person, or interferes with a person's property.

- b. Reasonable person means a person under similar circumstances and with similar identities to the Impacted Party.
- c. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- d. Stalking can include repeated, unwanted, intrusive and/or frightening communications by phone, text, social media, mail or email; following or waiting for a person at their home, school, work, or other locations, and other actions that control, track, or frighten the targeted individual.

9. Technological abuse: an act or pattern of behavior that occurs within domestic violence, sexual assault, dating violence or stalking and is intended to harm, threaten, intimidate, control, stalk, harass, impersonate, exploit, extort, or monitor, except as otherwise permitted by law, another person, that occurs using any form of technology, including but not limited to: internet enabled devices, online spaces and platforms, computers, mobile devices, cameras and imaging programs, apps, location tracking devices, or communication technologies, or any other emerging technologies.

E. RESPONSIBILITY

University of Wyoming students are expected to accept responsibility for their learning, personal behavior and future success, and students should appropriately challenge others to do the same. Students should use judgment, be trustworthy, and take personal responsibility for their actions.

1. Adverse Impact: Conduct that has a substantial adverse impact on the University community, its members, and/or the pursuit of its objectives, regardless of where such conduct occurs.
2. Alcohol : Consuming, possessing, manufacturing, distributing, selling, or serving alcoholic beverages on University premises (including University-managed housing) or at University-sponsored activities regardless of age, except as expressly permitted by University policy; Underage possession or consumption of alcohol; Possessing or transporting an open container of alcohol; Providing, distributing, or selling alcohol to individuals under 21; Providing a location for any individual under 21 to possess or consume alcohol
3. Drug: Illegal use, possession, selling, sharing, distributing, cultivating, manufacturing or being under the influence of any state or federally controlled drug or substance; possessing drug paraphernalia; knowingly providing a location for individuals to possess or consume drugs.
4. Failure to Comply: Failing to comply with the directions of any University employee acting within the scope of their official duties or failing to identify oneself to such a person when lawfully requested to do so.
5. Gambling: Illegal gambling for money or other items of value.
6. Interfering with Freedom of Movement: Intentionally interfering with another's freedom of movement, including the free flow of pedestrian or vehicular traffic.
7. Reckless Endangerment: Reckless endangerment of others including illegal driving under the influence of alcohol and/or controlled substances.
8. Violations of Law: Violations of federal, state, or local law on University premises, at University functions, or off campus that have an adverse impact on the University or community members.

IV. STUDENT CONDUCT PROCEDURES

The University views the conduct process as an educational experience that can promote growth in personal understanding of one's role as a member of an educational community and one's rights, responsibilities, and privileges therein. The following procedures are focused on addressing behaviors that fall within the aforementioned Prohibited Conduct and apply to individual students and student organizations.

A. DUE PROCESS IN THE CONDUCT PROCESS

Due process in a conduct proceeding includes a right to be heard and a right to adequate notice of the alleged conduct violation. For any conduct allegation involving an Impacted Party identified by the Dean of Students, or designee, the Responding Party and Impacted Party have equitable rights.

B. RIGHTS & RESPONSIBILITIES IN THE CONDUCT PROCESS

During the conduct process, the Responding Party (and Impacted Party, when applicable) is entitled to:

1. receive a written notice of the alleged violation(s) including time, date, place and those involved (if known);
2. request an explanation of the student conduct process and available resolution options;
3. be accompanied by a support person and advisor of their choosing during the conduct process. These persons are limited to a non-speaking advisory role;
4. receive access to the information and documents to be presented at the hearing in advance;
5. be present during the entire proceeding, except during the Hearing Officer deliberation;
6. choose not to participate or to discontinue participation in the process. However, the University may, at its discretion, continue to investigate and act;
7. have an opportunity to present information, respond to information submitted by the others (when another is involved), and identify witnesses who may have relevant information;
8. be provided with a copy of the completed investigation report (when investigations are initiated), as allowed by law;
9. receive a written notification of the outcome of the conduct process;
10. be informed of the procedures and deadline for appealing the outcome;

During a conduct process (including investigations), the Responding Party (and Impacted Party, when applicable) have the responsibility to:

1. be respectful and truthful in all interactions with the Hearing Officer, Appeals Officer and other participants;
2. read through the Student Code of Conduct and other documents related to a specific student's conduct proceeding;
3. adhere to the stated deadlines;
4. prepare documents and challenge information presented against them, if they so choose.

C. CONDUCT ASSESSMENT AND PROCEEDINGS

The University may initiate the conduct process on the basis of information received from any source, including but not limited to any individual, a University official, staff, faculty, student, social media, online reports, or a law enforcement agency. The Dean of Students appoints a designee to review all conduct allegations, determine whether they fall within the jurisdiction of the Code, and manage the proceedings. All reports of misconduct, regardless of the time elapsed between the date of the incident and the date of the report will be assessed. However, long periods of time between the date of incident and the date of report may limit the University's ability to thoroughly investigate and/or respond. When informed of a potential violation of the Code, the Dean of Students may assist in the resolution of the matter without referring the complaint to a conduct process. Additionally, conduct allegations will be resolved even when a student chooses to withdraw before the allegations have been resolved.

In these cases, the Dean of Students team may take the following actions for both students and student organizations:

1. **No Student Conduct Action:** If the reported conduct does not constitute a violation, or there is insufficient information to move forward with conduct proceedings, the Dean of Students will close the case, notify relevant parties as applicable, and offer all student(s) support resources or referrals.
2. **Notice of Alleged Violation and Community Values Intake Meeting:** The Dean of Students Office sends a notice of allegation to the student and/or student organization who is the subject of the report or complaint via the student's University email address. This action fulfills the obligation to provide notice to the Responding Party regarding conduct allegations. Some cases may involve additional inquiry, investigation, or information gathering. The notice of alleged violation shall include:
 - a description of the alleged misconduct;
 - a notation to the Code provisions that are alleged to have been violated;
 - information on how to receive an explanation of the conduct process;
 - information on the right to an advisor and how to request a Process Advisor; and
 - a scheduled meeting time, date, and location for a Community Values Intake Meeting with directions as to how a student can reschedule if needed.

During the Community Values Intake Meeting, the Dean of Students, or designee, will meet with the student and/or student organization to explain the handling of conduct matters and processes, student rights and responsibilities, available documents, possible sanctions, answer any questions the student may have, and determine next steps. The student may be advised by a support person/advisor of their choosing. However, the advisor is limited to advising the student and may not present information or make statements during this meeting or subsequent proceedings.

The student has an opportunity to respond to the alleged violations of behavioral expectations as outlined in the Notice during this meeting or can choose to wait until the alternative resolution/ informal resolution/ hearing as noted below. As part of this process, the student(s) will be asked to share their perspective related to the alleged violations and discuss personal responsibility as well as any community impact. Most students are apprehensive about coming into talk to a University official about their misconduct; yet, the conversation is meant to be educational, informal, and grounded in helping the student grow from the experience regardless of the outcome.

If a student requests additional time to prepare materials or meet with an advisor, the Dean of Students, or designee, can pause and schedule a follow-up meeting or provide a deadline for decision within ten (10) business days. For cases referred to a Student Conduct Hearing, the Hearing Officer will discuss and explain the hearing procedure and answer questions for the student. Timelines related to the Student Conduct Hearing are noted below.

Over the course of the Community Values Intake Meeting, one of the following outcomes may occur:


- a. **Use of the Health and Safety Exemption:** No formal conduct record or disciplinary sanction occurs based on the application of the policy, but educational and/or interventional sanctions may be assigned.
- b. **Alternative Resolution Pathway:** When informed of a potential violation of the Code, the Dean of Students or designee may assist in the resolution of the matter through an alternative resolution process without referring the complaint to a conduct process. If the student or organization chooses to participate in the alternative resolution option offered to them, and complies with all requirements, the incident will not be maintained as part of the reportable student conduct record. This resolution process will not be used in cases with significant and egregious adverse impact to the campus community or one of its members. Alternative resolution options are

binding and not subject to appeal. If the student or student organization does not complete the alternative resolution process, they may face additional disciplinary action. Alternative Resolution may include shuttle diplomacy, restorative practices, mediation, facilitated dialogue, conflict coaching, workshop, etc.

- c. Informal Resolution: When informed of a potential violation of the Code, the Dean of Students or designee may assist in the resolution of the matter through an informal resolution process. The Dean of Students will evaluate whether this resolution process can be used in cases with significant and/or adverse impact to the campus community or one of its members (e.g. physical violence, sexual/interpersonal violence, bullying). The Responding Party may request if the case is applicable for this review. Impacted Parties have the right to review alternative resolution options with the Dean of Students or designee. However, proceeding with an informal resolution rests with the Dean of Students, or designee. Options may include restorative practices, shuttle diplomacy, mediation, etc. Informal resolution may still result in a status sanction. If the parties agree on a resolution, the parties shall sign a document indicating the terms of the agreement. There shall be no hearing or appeal and sanction(s), if any, shall be applied and become part of the Responding Party's conduct record. Informal resolution options are binding; if the Responding Party does not complete the informal resolution outcomes, they may face additional disciplinary action.
 - d. Student Conduct Hearing: The case may move to a Student Conduct Hearing. A student can request to resolve the matter during the Community Values Intake Meeting, or the Student Conduct Hearing will be scheduled within thirty (30) business days. Any deviations to this timeline are up to the decision of the Hearing Officer. As part of this process, the Responding Party will be asked to share their perspective related to the alleged violations and discuss personal responsibility as well as any community impact. The Responding Party may choose to acknowledge responsibility for the alleged violation(s) or waive the Student Conduct Hearing and accept the sanction(s), otherwise the assigned Hearing Officer will determine the level of responsibility based on the available information. The Hearing Officer will determine responsibility using a preponderance of the evidence standard. The outcomes (findings and sanctions) of a Student Conduct Hearing can be appealed.
3. Failure to Respond/Missed Hearings: If the Responding Party does not attend the Community Values Intake Meeting or any subsequent meetings (e.g. Student Conduct Hearing), fails to follow instructions given in the notice or submit requested documentation within a reasonable specified time, fails to reschedule by the date specified in the notice, then the Dean of Students or designee may place a hold on the student's account or the Hearing Officer may proceed in the student's absence and will make a decision with the information available on record.

D. CONDUCT HEARINGS

1. Prior to a Hearing
 - a. The Dean of Students, or designee, shall notify the Responding Party of the relevant details and schedule the conduct hearing within (30) business days of the decision to move to a hearing. Exceptions to this timeframe or calls to reschedule may be made upon request in extraordinary circumstances and are up to the decision of the Hearing Officer. Accommodating an advisor's schedule does not normally constitute an extraordinary circumstance.
 - b. The Dean of Students Office and the student(s) shall exchange all relevant documents no later than five (5) business days prior to the conduct hearing. Any participant who fails to submit information or exchange information as required by the deadline(s) may be barred from presenting that information in the hearing, at the discretion of the Hearing Officer.
3. Hearing Participants and Roles

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- a. Advisors are limited to advising the student and may not present information, question participants, or make statements during the proceedings. Other support persons may be allowed to observe the hearing at the Hearing Officer's discretion.
 - b. Students may submit witness statements to be considered in the Hearing. Character witnesses are not allowed to participate in a hearing process, but may submit information in writing to the assigned Hearing Officer to be considered in sanctioning, should the Responding Party be found responsible.
 - c. The Hearing Officer shall preside over the hearing, consider all relevant documents and statements, keep order throughout the hearing process, exercise control over the hearing for efficiency and relevancy and determine all relevant timelines including any appropriate extensions.
 - d. The Hearing Officer will not hear arguments about the legality of the procedures. Technical departures from the hearing procedure will not invalidate a decision, recommendation, or proceeding unless they have prevented a fair determination of the issues.
 - e. The Hearing Officer will make determinations about the facts and the credibility of the information and determine by a preponderance of the evidence whether the student has violated the Code. The Hearing Officer will also determine appropriate sanction(s), if applicable.
 5. During the Hearing
 - a. The Hearing Officer will explain the hearing procedure and review the alleged violation(s) which led to the hearing and summarize the record.
 - b. The Responding Party shall present information related to the alleged violations of the Code.
 - c. The Hearing Officer will question the Responding Party and will consider any relevant documents presented.
 - d. All student conduct proceedings are closed to the public. The Hearing Officer may exclude from the proceedings any person who disrupts the hearing process or who fails to adhere to the explicit requests of the Hearing Officer.
 - e. Technical rules of evidence and procedures applicable to civil and criminal court cases do not apply to hearings.
 6. Hearing Officer Decision
 - a. The Hearing Officer determines the finding of responsibility for each charge based on the preponderance of information standard—whether it is more likely than not that the Responding Party engaged in prohibited conduct. If found responsible for engaging in prohibited conduct as outlined in the Student Conduct Code, the Hearing Officer will determine appropriate sanctions based on the incident's severity, impact on others, and the Responding Party's student conduct record. A Hearing Officer has ten (10) business days from the date of the hearing to provide a decision in writing via email to the student's University email address. The number of days may be extended at the discretion of the Hearing Officer, who will notify all parties of any delay. In cases resulting in dismissal, the Hearing Officer will make the recommendation to the Dean of Student who will notify the parties.
 - b. The hearing outcome will include the findings of responsibility, rationale for the findings, sanctions (if applicable), and information on the appeal process. In cases involving an Impacted Party, they will also be notified of the Hearing Officer's decision and information on the appeal process at the same time as the Responding Party. If the Hearing Officer finds that there is insufficient information to establish responsibility for violation(s) of the Code, the allegations will be dismissed.
 - c. The student(s) may appeal the decision as noted in Section (IV)(K).
 7. Hearing Recording: Student Conduct Hearings will be recorded by the Hearing Officer. If the student or student organization requests a copy, the recording of the hearing will be transcribed at the expense of the student/student organization and prepared by a credentialed transcriptionist. Alternatively, the recording may be made available to the Responding Party and any Impacted Party for viewing at the Dean of Student's Office. Reproduction of the recording in any way by a Responding Party, Impacted Party, witness, or Support Persons/Advisors is prohibited.



E. STUDENT CONDUCT PROCEDURES FOR ALLEGATIONS INVOLVING AN IMPACTED PARTY

An Impacted Party is someone identified by the Dean of Students Office, or the Hearing Officer, as an individual or individuals directly impacted by alleged violence and/or abuse (including domestic violence, dating violence, sexual misconduct, or stalking).

1. Informal Resolution: the Dean of Students or designee will meet with the Impacted Party before the Community Values Intake Meeting to review the reported information, collect information on impact(s), and determine available resolution options. Informal resolution as outlined in this Code may be initiated when the following circumstances are met: the Responding Party acknowledges impact for the reported behavior; and the Dean of Students agrees that an informal resolution is appropriate and will address the individual and community impacts of the behavior.
 - a. Impacted parties will have the option of sharing a written impact statement for the University's consideration in the sanctioning of the Responding Party as part of the resolution process. Impact statements will be shared with the Responding Party during the resolution process.
 - b. The Hearing Officer will consider information shared at the meeting as well as any information shared in the Impacted Party's impact statement when making a sanctioning decision.
2. Conduct Hearing:
 - a. For conduct hearings, as outlined in Section (IV)(E) of this Code, the following specific procedural elements will also apply in conduct cases involving an Impacted Party.
 - b. An Impacted Party will have the right to present information prior to the hearing, observe the hearing, provide a closing/impact statement, bring an advisor to the hearing, be notified of the outcomes of the student conduct proceedings at the same time as the Responding Party and appeal the outcome of the hearing.
 - c. As a general rule, in cases of sexual misconduct the sexual history of the parties is not relevant and will not be considered as information. However, prior sexual history may be considered under the following limited circumstances at the discretion of the Hearing Officer.
 - i. Where there exists a prior or ongoing sexual relationship between the parties. The prior sexual history between the parties may be relevant only to assess the manner and nature of communications between the parties as it relates to consent. The mere fact of a prior relationship is not sufficient to constitute consent.
 - ii. To establish a pattern or practice of similar conduct by either individual.
 - iii. To explain an injury or physical evidence.
 - d. Neither Responding Party nor Impacted Party are required to be present at the hearing for the hearing to proceed. In such instances, the Hearing Officer's review will be limited to hearing documents. However, should a student chose to not to contribute new information or challenge what is presented in the hearing, the Hearing Officer will be limited in what can be reviewed when determining responsibility for alleged violations.

F. ACCOMMODATIONS

The Dean of Students Office is committed to providing reasonable accommodations to ensure a fair and safe process for all participants in a conduct resolution process. If a student wishes to request an accommodation related to this Code based on disability, the request should be made through University Disability Support Services office. Accommodations related to other issues, including but not limited to, personal safety and language differences, may be requested through the Dean of Students office.

G. STANDARD OF PROOF

The standard of proof is a preponderance of the evidence, which means the information available shows that the fact sought to be proved is more probable/likely than not. For a student to be found responsible, the available information must support a determination that it is more likely than not that a violation of the Student Code of Conduct occurred.



H. INTERIM ADMINISTRATIVE MEASURES

The Dean of Students or designee may take immediate administrative action deemed necessary for the safety of the University community and/or preservation of property. These actions may be taken without a formal complaint, conduct process, or a finding of responsibility. All Administrative actions may be appealed in writing to the Vice President for Student Affairs. These administrative actions include, but are not limited to:

1. **Temporary Suspension:** In cases where the safety and well-being of members of the University community, the preservation of university property, or when a student poses a substantial threat of disruption of, or interference with, the normal operation of the University, the Dean of Students, with written permission from the Vice President for Student Affairs, may suspend a student for the period of time required to allow a thorough investigation and any potential conduct proceedings.
2. **Temporary Housing Suspension:** If the conduct or behavior of a student residing in any University of Wyoming residence halls or apartments is determined by the Dean of Students and the Executive Director of Residence Life and Dining Services to be a threat to others, the ability to live in these facilities may be immediately suspended pending the outcome of a conduct proceeding. During an interim housing suspension, the student is immediately removed from University housing and is not to re-enter any campus housing until a hearing is held and/or a decision regarding the pending complaint has been made.
3. **No Contact Order:** A No Contact Order is an absolute prohibition from contact with a specified person or persons in any form whatsoever, including, but not limited to, contact in person, by phone, electronically, or through other persons. When a no contact order is issued, it is the responsibility of the student not to have any contact with the individual(s) named, directly or through third parties, as specified in the order. A no contact order may be lifted when all parties, including the Dean of Students, agree to its removal. A no contact order shall be deemed sufficient if delivered via the student's University email address. Failure to comply with this administrative action may result in additional disciplinary action.
4. **Trespass:** Consistent with [Presidential Directive 2-2014-1](#), when an individual's actions are deemed to be harmful and/or disruptive to the University and/ or its individual members, contrary to the University's policies, rules or regulations, or where the individual's actions are contrary to law, an individual may be legally barred from University owned or controlled properties. Failure to comply with this trespass order may result in additional disciplinary action.
5. **Student Account Holds:** The Dean of Students or designee may request a disciplinary hold to be placed on the student account which would restrict a student's ability to enroll at the University, register for classes, make schedule adjustments, or have a diploma issued. Holds may be placed when a student is placed on temporary suspension, temporary housing suspension, trespass, during conduct or investigation proceedings, when a student withdraws from the University before a conduct proceeding has been completed, and when a student fails to respond to official communications of the Dean of Students Office. Holds may also be placed when a student has failed to complete any assigned sanction(s). Students who are under investigation or otherwise involved in conduct proceedings will not have degrees issued until the conclusion of the conduct processes, unless otherwise determined by the Dean of Students.
6. **Pending Conduct Transcript Notation:** The Dean of Students may place a comment on a student's transcript regarding the conduct matter if the University is in the process of determining whether the student has violated the code and the potential outcome could be suspension or dismissal. Official transcripts requested before conduct matters are resolved will include a notation indicating conduct proceedings are in progress.
7. **Class and/or Lab Removal or Alternatives:** The Dean of Students or designee, in consultation with the class instructor, may temporarily bar a student from attending class pending an investigation or hearing for alleged violations of the Student Code of Conduct occurring in the classroom that substantially interfere with teaching or other students' ability to learn.

8. Degree Revocation: Per [UW Regulation 2-120](#), the University reserves the right to revoke an awarded degree for cause, including but not limited to fraud in receipt of the degree.
9. Other Administrative Actions: The Dean of Students or designee may also impose additional administrative actions related to on-campus housing, University employment or activities, and access to university facilities or services, if deemed necessary for the welfare or safety of the University community. Any student involved may request administrative actions at any time and these requests will be reviewed by the Dean of Students.

I. SANCTIONS


When a student is found responsible for the allegation, it is our opportunity to educate the student/student organization on the effects of their behavior and to affect a change in the student's behavior for the future. Although not intended to be an exhaustive list, the following are possible sanctions that may be imposed, either singularly or in combination, for a student or student organization if a violation of the Student Code of Conduct is found.

Sanctions are imposed immediately upon a determination of responsibility and may be retroactive to the date of the report. All sanctions imposed by the original hearing body will be in effect during any potential appeal. A request may be made to the Dean of Students to delay implementation of the sanctions until the appeal is decided, but the presumptive stance of the institution is that the sanctions will go into effect immediately. Graduation, study abroad, internships/ externships, etc. do NOT in and of themselves constitute exigent circumstances, and students may not be able to participate in those activities during their appeal. In cases where the appeal results in reinstatement to the university or resumption of privileges, all reasonable attempts will be made to restore the student to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

"Progressive discipline," in connection with sanctioning, is the philosophy and practice that allows for prior sanctions to be taken into account if a student has a prior conduct record, and that the severity of the sanctions imposed may increase with each successive violation.

1. Disciplinary Status Sanctions

- a. Written Warning is an official written notice that the student has violated University policies, is on notice that they must correct their behavior, and that more severe conduct action will be taken should the student be involved in other violations while enrolled at the University.
- b. Conduct Probation is a specified period of time during which the student is placed on formal notice that they are not in good standing with the University and that further violations of University policies may subject them to suspension or dismissal from the University.
- c. Conduct Suspension is the exclusion from enrollment in classes and other privileges or activities for a definite period of time not to exceed four years and until the conditions and all sanctions which are set forth in the hearing outcome letter are satisfied. A record of the action is maintained in the student's record in the Dean of Students Office. A transcript notation will be made indicating the student has been suspended from the University for conduct violations. This transcript notation may be removed upon graduation by written request of the Dean of Students. Any refund of tuition or fees will be subject to the University's normal withdrawal policy. Students will receive a "W" on all pending course work. A suspension for misconduct shall be effectuated by the Dean of Students.
- d. University Dismissal is a permanent termination of student status. A permanent record of the action is maintained in the student's record in the Dean of Students office. A transcript notation will be made indicating the student has been permanently dismissed from the University for conduct violations. Any refund of tuition or fees will be subject to the University's normal withdrawal policy.



Students will receive a “W” on all pending course work. A dismissal for misconduct shall be effectuated by the Dean of Students. Students who are dismissed from the University may be issued a one-year trespass by the University of Wyoming Police Department, pursuant to the University trespass procedures. UWPD can also consider extending the trespass. Trespassed students are not permitted on campus or in University buildings, facilities, or activities at any time for any reason, unless otherwise permitted by UWPD.

- e. Transcript Notation is automatic in cases of suspension and/or dismissal from the University.
2. Intervention Sanctions: address immediate behavior for which a student was found responsible
- a. Restriction is a limitation on a student’s privileges for a period of time and may include, but not be limited to, the denial of the use of facilities or access to parts of campus, denial of the right to represent the University, or denial of participation in extracurricular activities not directly associated with academics (e.g., intramural sports, attending athletic events, student organizations/clubs/associations, or leadership positions within housing, fraternities/sororities, or other organizations). Restrictions can also include trespass as outlined in [Presidential Directive 2-2014-1](#)
 - b. Parent/Guardian notification: The University may notify parents/guardians when a student under the age of 21 is found responsible for violations of the Student Conduct Code involving alcohol and drugs. Parental/guardian notification may also be made when a student is suspended or dismissed from residence halls or the University and a health/safety exemption exists under FERPA.
 - c. Class Removal is assigned in consultation with faculty members for violations of the Student Code of Conduct occurring in the classroom that substantially interfere with teaching or other students’ ability to learn.
 - d. Residence Hall and UW Apartments Status Change and Access Restrictions: The following sanctions may include:
 - i. restrictions on visitation to specified buildings or all University-managed housing;
 - ii. reassignment to another University-managed housing facility as determined by Residential Life staff;
 - iii. suspension from University-managed housing for a specified period of time, after which the student is eligible to return. Conditions for returning may be specified;
 - iv. removal from living in or visiting any University managed-housing facility;
 - v. trespass from University property as outlined in [Presidential Directive 2-2014-1](#).
3. Educational Sanctions: programs or activities students engage in to reflect on their behaviors and consider their long term engagement in our community
- a. Educational and Behavioral Change Requirements are assigned as an opportunity for personal development and can include, but are not limited to, attending alcohol or other substance education, writing a reflection essay, doing community service, seeking academic counseling, attending a decision-making class, and other relevant educational opportunities.
 - b. Workshops are designed to address specific knowledge or skill areas. These workshops are intended to help a student learn more about themselves and our shared communities.
 - c. Restitution is compensation for damage caused to the University or any person’s property. This is not a fine, but rather a repayment for value of property destroyed, damaged, consumed, or stolen.

4. Student Organizations Sanctions: As appropriate, all other sanctions listed above may be imposed on a student organization for violations of this Code. The following sanctions may also be imposed on student organizations:
 - a. Organizational Warning: official disciplinary action conveying to the organization that its behavior was unacceptable and that any future violation of this Code may result in more severe disciplinary action, including Organizational Probation, Organizational Suspension, or Revocation of University recognition. Notification will also be sent to any national or regional organization with which the group is affiliated.
 - b. Organizational Probation: a period in which the organization's behavior is under University review, conveying that the behavior was unacceptable and that any future violation of this Code may result in more severe disciplinary action, including Organizational Suspension or Revocation of University recognition. Notification will also be sent to any national or regional organization with which the Student Organization is affiliated.
 - i. Organizational Probation shall be imposed for a period no less than the remainder of the current semester.
 - ii. A Student Organization that has been found to have violated this Code while currently on Organizational Probation shall be placed on Organizational Suspension as a minimum sanction. A Student Organization that has been found to have violated this Code and has previously been on Organizational Probation, but is not currently on Organizational Probation, *may* be placed on Organizational Probation as a minimum sanction.
 - c. Organizational Suspension: suspension of official University recognition for a period no less than the remainder of the current semester. Notification will also be sent to any national or regional organization with which the University Recognized Student Organization is affiliated.
 - i. Suspension will be effective immediately upon a Hearing Officer's decision.
 - ii. During the period of suspension, the Student Organization will have all benefits of University recognition suspended. A suspended Student Organization may not participate in University Sponsored Activities, participate in events and activities as an organization, use or schedule University facilities, and cannot use the University of Wyoming's name or marks in any manner for any purpose.
 - iii. The suspension and all associated documentation shall be maintained in the Student Organization official University records maintained by Campus Activities.
 - iv. A date at which time the Student Organization may request to be cleared by and returned to good organizational standing can be established contingent upon fulfillment of all requirements set forth by the Hearing Officer.
 - v. A Student Organization that has violated this Code and has been suspended within the last two years shall be suspended as a minimum sanction.
 - d. Loss of Recognized Status: Student Organizations that lose their recognized status as a result of the conduct process will not be eligible to be recognized for a minimum period of one (1) academic year. Sanctions shall be effective immediately and all benefits given to a Student Organization shall be permanently removed. Recognized status may be revoked (per [UW Regulation 11-4](#)):
 - i. if an organization's purpose or activities are illegal, deviate significantly from its stated purpose, or violate University regulations, policies and/or procedures;
 - ii. if under existing circumstances a clear and present danger exists that such activities may disrupt the education process of the University, endanger or destroy property, or create a condition that is dangerous to the safety of individuals;
 - iii. when revocation is deemed by the President of the University to be in the best interest of the University;

- e. Additional Sanctions: sanctions that may be given in addition to Sections (IV)(J)(2) of this Code include, but are not limited to, the following:
 - i. loss of privileges or benefits granted to Student Organizations;
 - ii. restitution for loss, damage, or actual expenses incurred as a result of the Recognized Student Organization behavior;
 - iii. participation of Student Organization (its officers, other members or full membership) in educational programming, including alcohol and other drugs counseling or reflection activities;
 - iv. trespass from all or a portion of any University premises or University-sponsored activities;
 - v. Any other sanction determined appropriate as a result of a conduct proceeding.

5. Failure to Complete Sanctions or Comply with Requests

As members of the University community, students are expected to comply with conduct sanctions within the timeframe specified. Failure to fully complete the assigned conduct sanctions by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions and a Dean of Students Office hold placed on the student's account.

J. APPEALS

A Responding Party may appeal a Hearing Officer's decision. In cases where an Impacted Party has been identified by a Hearing Officer, that individual also has a right to appeal the Hearing Officer's decision. A Hearing Officer's decision is considered final if an appeal is not submitted within the specified time. Appeals submitted by another party on a student's behalf will only be accepted when a student acknowledges and affirms that the appeal represents their position. The appeals designee will review the appeal and the hearing record to determine one of the following actions:

- Deny the appeal,
 - Send the case to the Dean of Students (or designee) to review the record, make any necessary modifications, and render a final decision, or
 - Grant the appeal and convene an Appeals Hearing to review the record of the case. New information that was not available at the time of the initial hearing or investigation will be considered at this time.
1. Timeline and Process for Appeals
 - a. Appeals shall be made in writing by the student within five (5) business days of the Hearing Officer's written decision. Guidance on what should be included in a written conduct appeal will be provided in a student's conduct outcome letter.
 - b. Both Responding Party and Impacted Party have the right to appeal the finding and sanctions, if any are issued.
 - c. While an appeal is pending, the Responding Party must comply with all sanctions from the Hearing Officer's decision, unless otherwise specified by the Hearing Officer or Dean of Students.
 - d. An appeal may be sought on the following grounds:
 - i. On a claim of error in the conduct procedure; minor deviations from designated procedures will not be a basis for supporting an appeal unless there is an adverse effect on the outcome of the hearing.
 - ii. The sanction(s) imposed were not appropriate based on totality of the circumstance.
 - iii. There is new information not available at the time of the original hearing that may be relevant to the final decision.
 - iv. On a claim that the Hearing Officer's decision was arbitrary and/or capricious; biased and unfair.
 2. Appeals Hearing
 - a. If an appeal is referred to an Appeals Hearing, the Appeals Hearing shall occur within thirty (30) business days of the decision.

- b. The Appeals Hearing shall be convened by the Appeals Hearing Officer who will summarize the record on behalf of the University, manage the Appeals Hearing, ask questions of the relevant parties and act as decision maker.
 - c. An appeal is limited to a review of the record of the hearing and supporting information that was evaluated in the decision-making process, unless the Appeals Hearing Officer determined in the appeals review that there is new and relevant information presented that was not available at the time of the original investigation and/or hearing. Responding Party and Impacted Party are responsible for presenting information in response to the appeal and alleged violation(s) of the code, calling witnesses, and providing additional documentation for consideration to the Dean of Students Office ten (10) business days before the scheduled Appeals Hearing. A finalized Appeals Hearing packet will be shared by the Dean of Students Office with Responding Party, Impacted Party, and the Appeals Hearing Officer within five (5) business days of the Appeals Hearing.
 - d. Responding Party and Impacted Party have the opportunity to make a five (5) minute opening statement and a five (5) minute closing statement. All questioning of the parties will occur through the Appeals Hearing Officer.
 - e. Any changes to this timeline are up to the discretion of the Appeals Hearing Officer.
3. Appeals Hearing Outcomes
- Within ten (10) business days of the Appeals Hearing, the Appeals Hearing Officer will take one of the following actions:
- a. Affirm the findings of responsibility and sanctions. Written notification will be provided to the Responding Party and Impacted Party (if applicable) at the same time.
 - b. Affirm the findings of responsibility but make recommendations to the Dean of Students Office on modified sanctions. Written notification will be provided to the Responding Party and Impacted Party (if applicable) at the same time.
 - c. Recommend to the Vice President of Students Affairs a reversal of the finding(s) if the Appeals Hearing Officer disagrees with the Hearing Officer's evaluation of the information in the record and does or does not believe sufficient information exists to support a violation of the Student Code of Conduct. The Vice President of Student Affairs will notify the parties simultaneously of the final outcome.
4. Appeals Officer Training
- a. An Appeals Officer/Appeals Hearing Board pool shall be established annually and comprised of members selected by the Dean of Students.
 - b. Each annual pool of potential Appeals Officers shall consist of faculty, staff, and/or qualified persons external to the University.
 - c. The Dean of Students Office shall train the pool at least annually.

K. CONDUCT RECORDS & CONFIDENTIALITY

Reports referred to the Dean of Students will result in the development of a conduct file in the name of the Responding Party. If the student is found not responsible for the allegations, the file will be marked no action. Conduct records with sanctions less than suspension or dismissal will be maintained in the Dean of Students Office for seven (7) years following the calendar year of record and then destroyed. Records of cases in which suspension from the University occurred are kept for at least ten (10) years. Records of cases in which dismissal from the University occurred are kept indefinitely.

Pursuant to the Family Educational Rights and Privacy Act (FERPA), the Dean of Students Office may disclose personally identifiable information in the event that the release of information is necessary to protect the health or safety of the student or other individuals. For more information about FERPA, including when student records can be released and to whom, please visit [the University's FERPA webpage](https://uwyo.edu/ferpa). Individual conduct records may be requested by the student via email at dos@uwyo.edu. All conduct records are education records and may not be disclosed in whole or in part except as provided by law, by the written authorization of the student, under legal

compulsion, or where the safety of other persons may be involved. Conduct records are maintained separately from the student's academic record but are part of the student's educational record and subject to FERPA.

L. REVISIONS TO THE CODE AND DISTRIBUTION

The Student Code of Conduct will be revised as determined by the Vice President for Student Affairs and pursuant to any applicable University regulation, policy, or procedures. The Student Code of Conduct shall be published and distributed by the Dean of Students Office and shall be available on the University's website.

M. DEFINITIONS

This list of definitions is not exhaustive. Additional definitions may be provided be found within University Regulations and policies (Section O).

1. Advisor is a parent, friend, attorney, or other individual who provides the student support, guidance, or advice during proceedings.
2. Bystander Intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of harm, violence, and/or sexual misconduct.
5. Consent is a freely and affirmatively communicated willingness to participate in particular sexual activity or behavior, expressed either by words or clear, unambiguous actions. Initiators of sexual activity are responsible for obtaining consent. Silence or passivity does not imply consent. The use of intimidation, coercion, threats, force, violence or through exploitation of another's mental or physical condition negates any consent obtained. Consent is not present if obtained from an individual who is incapable of giving consent due to lack of consciousness, age, mental disability, or incapacitation due to ingestion of drugs or alcohol.
6. Hearing Officer is the Dean of Students or designee who manages the conduct and fact-finding proceedings.
7. Impacted Party is someone identified by the Dean of Students Office, or the Hearing Officer, as an individual or individuals directly impacted by alleged violence and/or abuse (including domestic violence, dating violence, sexual misconduct, or stalking).
8. Protected Classes refers to race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, or political belief.
6. Reporting Party or Reporter is an individual who reports a possible violation of the Code, including concerns about discrimination or sexual misconduct.
7. Responding Party is the person against whom a complaint/allegation is brought or initiated.
8. Sexual Misconduct is engaging in non-consensual contact or conduct of a sexual nature. Sexual misconduct incorporates a range of behaviors including dating violence, domestic violence, hostile environment sexual harassment, sexual assault, sexual exploitation, sexual harassment, stalking, and any other conduct of a sexual nature that is nonconsensual.

N. OTHER IMPORTANT POLICIES

The policies listed below outline expectations for all University of Wyoming students. As with the Code, students are expected to familiarize themselves with these policies (all available at [UW Regulations And Standard Administrative Policies & Procedures](#)).

- [Equal Opportunity, Harassment, and Nondiscrimination Policy and procedures](#)
- [Title IX and Sexual Misconduct](#) (UW Regulation 4-3)
- [Equal Education and Employment Opportunity](#) (UW Regulation 4-1)
- [Discrimination and Harassment](#) (UW Regulation 4-2)
- [Proper Use for Computing, Telecommunications, Network and Other Technology Resources Operated by the Division of Information Technology](#) (UW Regulation 8-1)
- [Use of Buildings, Grounds and Services](#) (UW Regulation 6-4)

Students living in University-managed housing (residence halls, apartments, etc.) or anyone visiting a student in these facilities should be aware of Residence Life Policies. Individual students should be aware of departmental policies and classroom expectations. Additionally, there may be honor codes or professional expectations articulated educational programs to which students are expected to adhere.

Student employees (e.g., student, work study) should be aware of Human Resources policies and expectations, in addition to the Student Code of Conduct. Individuals who are simultaneously employed by the University (e.g., Classified Staff, Administrative/Executive, Faculty/Academic, Part-Time Worker) and classified as a student will be expected to understand and adhere to the Student Code of Conduct, in addition to any Human Resources policies and expectations.

All Student Organizations should be aware of the governing policies and expectations by the offices who oversee their group, such as [Student Organization policies](#), [Club Sports policies](#), [Fraternity and Sorority Life Policies](#), etc. Students who are University of Wyoming Student Athletes, members of ROTC, and members of University of Wyoming fraternity and sororities are also held to expectations for those programs.

APPENDIX I: EQUAL OPPORTUNITY, HARASSMENT, AND NONDISCRIMINATION POLICY; TITLE IX DEFINITIONS AND FORMAL TITLE IX ADJUDICATION PROCESS

The Department of Education issued new regulations effective August 14, 2020 that require all colleges to use specific procedures in response to reports of “sexual harassment.” Sexual harassment is used by the Department of Education as an umbrella term to cover sexual misconduct that must be addressed under Title IX of the Education Amendments of 1972. The process for formal Title IX complaints, including definitions of terms and policies, reporting, investigations, and adjudication is outlined fully in the university’s [Equal Opportunity, Harassment, and Nondiscrimination policy](#).


The Title IX Coordinator/Equal Opportunity, Report and Response Office investigates and adjudicates cases that fall within the scope of “Process A” in the [Equal Opportunity, Harassment, and Nondiscrimination policy](#). These cases include a live hearing with cross examination by an advisor. A determination of whether a Responding Party is responsible for violating the policy will be made using a preponderance of the evidence available.


It is important to remember that Title IX sexual harassment, which is defined below, represents only a subset of the broader conduct that is governed by the University. To be considered Title IX sexual harassment, the conduct must occur in a University of Wyoming education program or activity. An “education program or activity” is a location, event, or circumstance over which the University exercises substantial control over both the Responding Party *and* the context in which the Title IX sexual harassment occurs. All conduct that occurs outside of the United States and much conduct that occurs off campus will fall outside the definition and jurisdiction of Title IX sexual harassment but may still violate other policies and/or Student Code of Conduct.

Title IX Definitions: UW has adopted the following definition of sexual harassment to address the unique environment of an academic community. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved. Formal complaints of behavior that meet the definition of sexual harassment must be addressed using specific procedures in accordance with United States Department of Education and Title IX of the Education Amendments of 1972. We refer to this as “Process A” in the [Equal Opportunity, Harassment, and Nondiscrimination policy](#). The following excerpts include the policy definitions that fall under Title IX sexual harassment. *Complainant means an individual who is alleged to be the victim of conduct that could constitute harassment or discrimination based on a protected class; or retaliation for engaging in a protected activity.*

Title IX sexual harassment is conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the college’s education program or activity; or
3. Sexual assault, dating violence, domestic violence, or stalking, as defined below and in the Equal Opportunity, Harassment, and Nondiscrimination policy.
 - a. Quid Pro Quo:

- 
- i. an employee of the University,
 - ii. conditions the provision of an aid, benefit, or service of the University,
 - iii. on an individual's participation in unwelcome sexual conduct; and/or
 - b. Sexual Harassment:
 - i. unwelcome conduct,
 - ii. determined by a reasonable person,
 - iii. to be so severe, and
 - iv. pervasive, and,
 - v. objectively offensive,
 - vi. that it effectively denies a person equal access to UW's education program or activity.
 - c. Sexual Assault, defined as:
 - i. Sex Offenses, Forcible:
 - 1. Any sexual act directed against another person,
 - 2. without the consent of the Complainant,
 - 3. including instances in which the Complainant is incapable of giving consent.
 - ii. Sex Offenses, Non-forcible:
 - 1. Incest:
 - a. Non-forcible sexual intercourse,
 - b. between persons who are related to each other,
 - c. within the degrees wherein marriage is prohibited by Wyoming law.
 - 2. Statutory Rape:
 - a. Non-forcible sexual intercourse,
 - b. With a person who is under the statutory age of consent in Wyoming.
 - d. Dating Violence, defined as:
 - i. Violence,
 - ii. on the basis of sex,
 - iii. committed by a person,
 - iv. who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
 - v. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - 1. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - 2. Dating violence does not include acts covered under the definition of domestic violence.
 - e. Domestic Violence, defined as:
 - i. Violence,
 - ii. On the basis of sex,
 - iii. committed by a current or former spouse or intimate partner of the Complainant,
 - iv. by a person with whom the Complainant shares a child in common, or
 - v. by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
 - vi. by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Wyoming, or
 - vii. by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Wyoming.
 - f. Stalking, defined as:
 - i. engaging in a course of conduct,
 - ii. on the basis of sex,
 - iii. directed at a specific person, that
 - 1. would cause a reasonable person to fear for the person's safety, or

- 
2. the safety of others; or
 3. Suffer substantial emotional distress.
 - a. Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
 - b. Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
 - c. Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Appendix G-b

Drug Free Schools and Communities Act Biennial Review
Student Conduct (Dean of Students Office and Residence Life)
2022-2023 and 2023-2024

The number and type of substance related violations and the number and type of sanctions imposed as result of those violations

	Total Cases ¹	Alcohol ²	Drugs	Reckless Endangerment (i.e., illegal driving under the influence of alcohol and/or controlled/illegal substances)
22-23 DOS	97	89	9	4
22-23 RL	38	37	5	0
23-24 DOS	60	55	5	3
23-24 RL	54	49	6	0
Total	249	230	25	7

- Every student conduct case is unique and, therefore, the outcomes/sanctions of different cases may vary slightly. In general, though, there are some fairly standard sanctioning outcomes for certain case types. For example,
 - Underage Consumption of Alcohol:
 - Conduct Warning
 - Referral to AWARE program for alcohol education
 - Educational Reflection/Workshop
 - Use of Controlled Substance (e.g., marijuana)
 - Conduct Warning
 - Referral to AWARE program for cannabis education

¹ There are cases where there are multiple violations present. For example, a student driving while under the influence of marijuana will be charged with both “Drugs” and “Reckless Endangerment”

² Under the Student Code of Conduct, the “Alcohol” is defined as the following within the Prohibited Conduct section: “Alcohol: Consuming, possessing, manufacturing, distributing, selling, or serving alcoholic beverages on University premises (including University-managed housing) or at University-sponsored activities regardless of age, except as expressly permitted by University policy; Underage possession or consumption of alcohol; Possessing or transporting an open container of alcohol; Providing, distributing, or selling alcohol to individuals under 21; Providing a location for any individual under 21 to possess or consume alcohol.” The Dean of Students Office notifies students about which part of the policy they are alleged to have violated, or have been found in violation of (e.g., underage consumption of alcohol); however, the office does not distinguish these different alcohol violations in its database.

- Educational Reflection/Workshop
- Driving Under the Influence of alcohol or controlled substances
 - Conduct Probation
 - Addiction Severity Index (ASI) Assessment
 - Parent Notification (if student is under 21 years old) or referral to Care and Outreach Coordinator (if student is 21 years old or older)
 - Educational Reflection/Workshop
- It should be noted that outcomes may vary from these aforementioned standards, due to a range of factors, including but not limited to:
 - If the student is a repeat offender
 - If the student had a high BAC and/or showed signs of extreme intoxication (e.g., was found passed out)
 - If student engaged in a form of violence while under the influence of alcohol and/or controlled substances
 - If the student had multiple violations in a single case (e.g., a 20-year-old student cited for Driving Under the Influence would have conduct violations for Reckless Endangerment, as well as Alcohol and/or Drugs).
 - If the student was ejected from a UW athletics facility
- A complete list of violations and sanctions is [available here](#).

If not included somewhere else in your report, how many students are repeat offenders?

- In 2022-2023, there were 7 students who had multiple alcohol- and/or drug-related violations of the Student Code of Conduct.
- In 2023-2024, there were 6 students who had multiple alcohol- and/or drug-related violations of the Student Code of Conduct.

The number and circumstance of students who received the Health and Safety Exemption .

- In 2022-2023, 5 cases were resolved via Health and Safety Exemption.
- In 2022-2023, 0 cases were resolved via Health and Safety Exemption.

Are sanctions consistent with violations? If not, how can we make them consistent?

Elaborate on your conclusion (how you conducted the review and arrived at your conclusion)

- Student Conduct Officers are trained on an annual basis through the Dean of Students Office. In the training, conduct officers are trained on how to use the preponderance of the information standard, as well as how to develop questions that help determine a student's level of responsibility for violating the Student Code of Conduct. Conduct Officers also share their outcomes and sanctions with their supervisors for approval and/or feedback before sending final letters to the responding student.

Is the Student Code of Conduct an effective policy/are sanctions effective? What evidence is there that shows it's working? Provide an explanation of your conclusion.

- There are fewer than 10 students with multiple alcohol- and/or drug-related conduct cases each year.

- The educational reflection/workshop sanction allows students to explore their decision-making processes and facilitates ideas on how to continue developing this skill.

Relevant Documents

- [Student Code of Conduct](#)
- [Apartments and Residence Halls: Policies and Procedures](#)



Safe Social Event Hosting



Welcome!

A few things before we start:

Introduction

Attendance

Officer introductions

Safe Social Event Hosting Training
Sign In



The Basics

Don't break the law

Don't serve alcohol to
minors

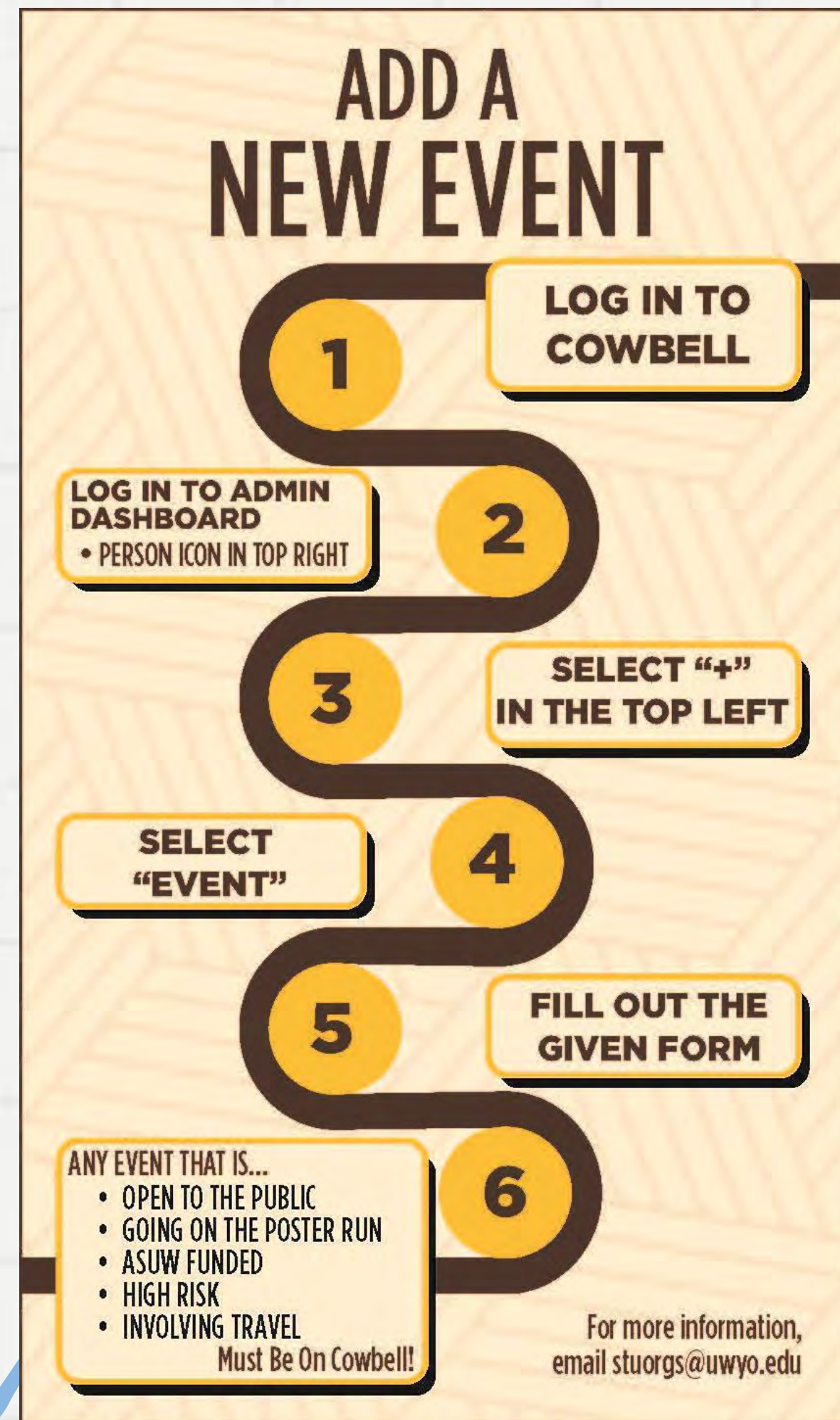
Don't buy alcohol with
chapter funds or in
bulk quantities

No common sources
of alcohol

No drinking games

Registering Events

- Student orgs must register events that are open to the UW community or that utilize UW facilities or resources
- Events must be registered through Cowbell
- Events must be registered two weeks in advance
- If the events requires funding through ASUW, the request must be submitted at least five weeks in advance



Should these be registered?

- Philanthropy events?
- Brotherhoods/ sisterhoods?
- Formals?
- Recruitment events?
- Exec trips?
- Initiation?
- Social events with another chapter?
- Speakers on campus?

Event Safety Plans

- Create safety plans for any events, especially those including alcohol
- A safety plan should include a guest list, a notion of multiple exits, a consideration of maximum capacity, a first aid plan, an event monitor, and a transportation plan
- Consider multiple modes of transportation if transportation is involved
- Managing entry and exit is crucial

Events with Alcohol: Guest List

- Maintaining a guest list is essential for events with alcohol
- UW policy allows a maximum of two guests per member at events with alcohol
- The final list should include the names of members, guests, and birthdates if alcohol is present (send to FSL Advisor 48 hours in advance)
- Check students in using the guest list

Types of Events with Alcohol

Third-party vendor

BYOB hosted by a
chapter

Third Party Vendor

Define: Third-party vendors are external businesses hired by chapters to provide services or supplies for events such as catering, venues, security, or entertainment

- A certificate of insurance (COI) is a document from an insurance company that confirms an insurance policy's details and if often required for third-party vendors
- A liquor license is a legal permit issued by a government authority that allows a business or individual to sell, serve, or distribute alcoholic beverages.
- Contracts must be written and executed specific to the chapter and event
- Contracts should acknowledge professional responsibilities
- Contracts cannot include drink incentives or expectations

BYOB Events

Define: BYOB events are gatherings where guests bring their own alcohol

Of- age attendee
identification using
wristbands, hand
stamps, etc.

A drink limit,
recommended to be 6
standard drinks (12 oz)
per person as per UW
policy

No hard liquor allowed

Bar Management

- The location should be centralized and not in a members room
- Assign a specific number of event monitors to the bar
- Predetermined distributors should be sober and can include activities, hired individuals, or new members alongside actives
- Event monitors cannot also be distributors
- Event monitors and distributors must remain sober
- Distributors must only distribute one drink at a time

Drink Check Ins and Collection Systems

- Wristband system: Nonadjustable wristbands specific to the event; bar managers mark off drink counters as drinks are collected
- Punch card system: Personalized punch cards of the type of drink purchased by the attendees. The card is marked each time a drink is collected.
- Ticket system: Personalized tickets for drinks bought by the attendees

Event Monitors

- Should be volunteers; avoid assigning someone to be an event monitor
- Use incentives to encourage members to volunteer
- If chapters cannot get volunteers, they can assign monitors based on rotating officer positions
- Event monitors must remain sober

Additional Points to Consider

- UW and national policy prohibit alcohol or drugs during recruitment or new member activities
- Critically think about themes and ensure they are culturally appropriate
- Ask yourself if your event may need a noise permit
- Co-sponsored events share liability equally, so hold your co- sponsors accountable
- Co-sponsored events are not permitted with an alcohol distributor or vendor
- Events should last no more than 5 hours, end by 2:00am, and drinks stop 45 minutes before the end of the event
- No events during finals week, including the weekend before finals week
- Any event with alcohol must have water present as well as food options (more than bags of chips or a candy bowl)
- Whether your event has alcohol or not, make sure you are following UW catering policies

Discussion of Hazing

- Hazing is strictly prohibited at all events
- This includes any practices that single out new members, such as requiring them to be event monitors or perform other duties as a condition of their membership

Documentation and Consequences

- Effective record keeping
- Violation consequences from the Fraternal Standards Board and the Dean of Students office
- If you choose not to follow these resources, you may face possible sanctions
- Depending on the incident and the discretion of the Dean of Students office, a violation may move forward as an ind or a chapter consequences
- Individual- Dean of Students
- Chapter- Fraternal Standards Board, more educational process of rules

Resources

- 911
- Chapter liaison
- Cares report
- SAFE project
- AWARE
- UCC
- Resource folder for laws, handbooks, etc.



Questions?



UWYO FSL New Member Education Fall 2024

Attendance



FSL Staff



Maquella Rasmussen, Advisor
mkuhlma2@uwyo.edu

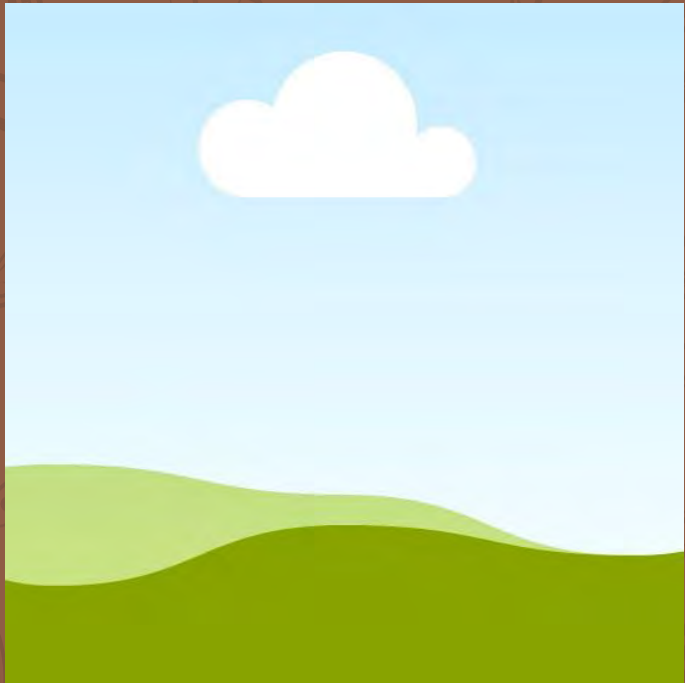


Gwen Dailey
gdailey2@uwyo.edu



Erik Kahl
ekahl@uwyo.edu

2024 IFC Executive Board



Landon Kane,
President



David Kienzle, VP Standards



Nick Marsh, VP Recruitment



Eric Thompson, VP Education



Ethan Bonham, VP Finance



Vacant, VP Wellness



Liam Sipple, VP
Communications



Alec Stauffer, VP Community
Affairs

2024 CPC Executive Board



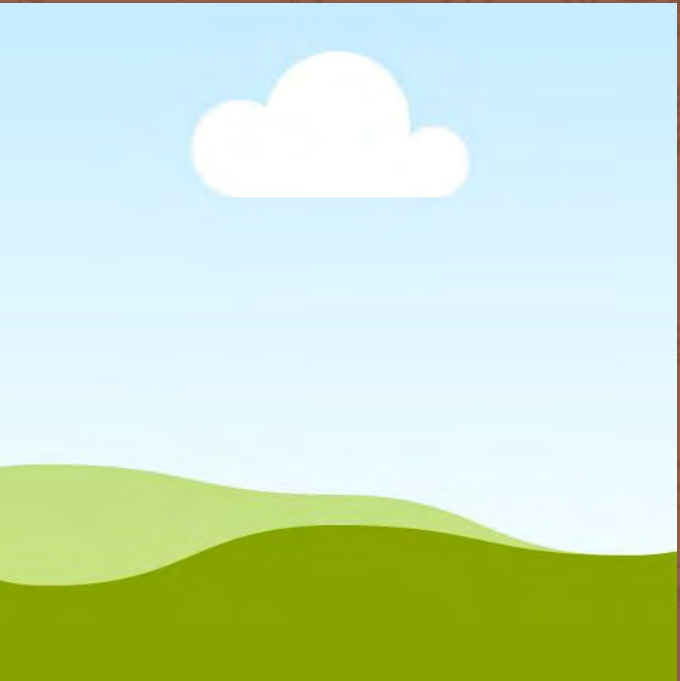
Hannah Junkins, President



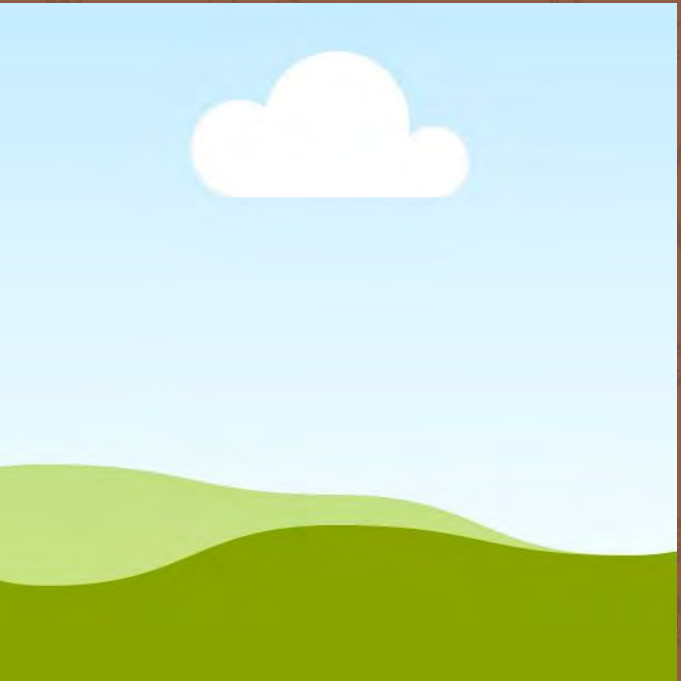
Elena Jaruszewski, VP
Judicial Affairs



Baylee Hale, VP Recruitment
Experience



Kindra Roden, VP Member
Experience



Juanita Mushitz, VP Finance



Jimena Gonzales, VP Wellness



Dianna Arnold, VP
Administrative



Elizabeth Kassos, VP
Community Affairs



Peyton Ojeda, VP
Recruitment Operations

Get to know
you bingo

FSL OFFICE

Timeline of Significant Events

1903



Sigma Beta Phi
was founded and
became the first
fraternity at
UWYO, later
becoming Sigma
Alpha Epsilon

1905



Alpha Omicron
was founded and
became the first
Sorority at
UWYO, later
becoming Pi Beta
Phi

1916



IFC was formed

1917



CPC was formed

1930



Pi Beta Phi built
the first chapter
facility on the
row

PRESENT



FSL has 16
chapters in our
community with
expansion plans
slated for more
chapters in the
near future



Quick Facts

- 6 chapters
- # members
- #/#* average size
- # chapter facilities

CPC Sororities

1. Alpha Phi
2. Chi Omega
3. Delta Delta Delta
4. Kappa Kappa Gamma
5. *Phi Sigma Rho
6. *Sigma Alpha

Quick Facts

- 10 chapters
- # members
- #/#* average size
- # chapter facilities

IFC Fraternities

1. Alpha Gamma Rho
2. Alpha Sigma Phi
3. Kappa Alpha Order*
4. Kappa Sigma
5. Lambda Chi Alpha
6. Pi Kappa Alpha
7. Sigma Alpha Epsilon
8. Sigma Chi
9. Sigma Nu
10. Sigma Phi Epsilon



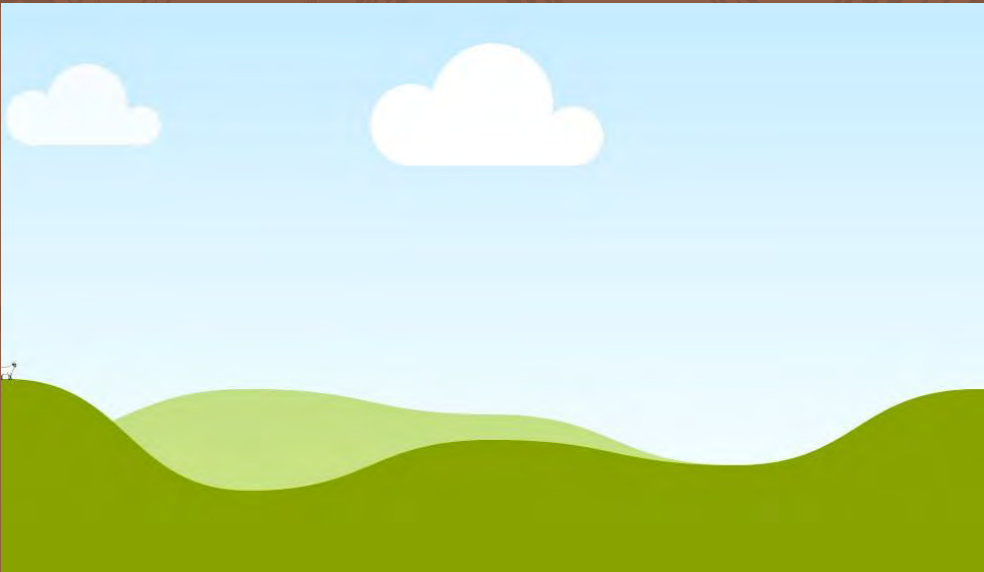
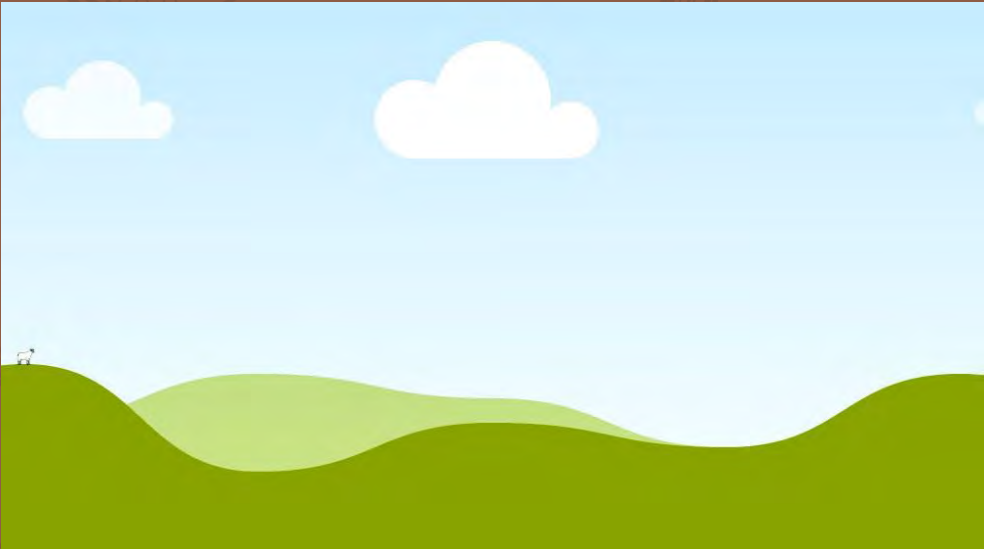
2025

Expansion/
Growth



2026

Expansion/
Growth



The background of the slide is a solid brown color with a repeating pattern of horseshoes. The horseshoes are a lighter brown color and are arranged in a grid-like fashion, with some appearing slightly more prominent than others.

What does community mean?

Hazing 101: New Member Education

What is hazing?

UWYO Student Code of Conduct Definition

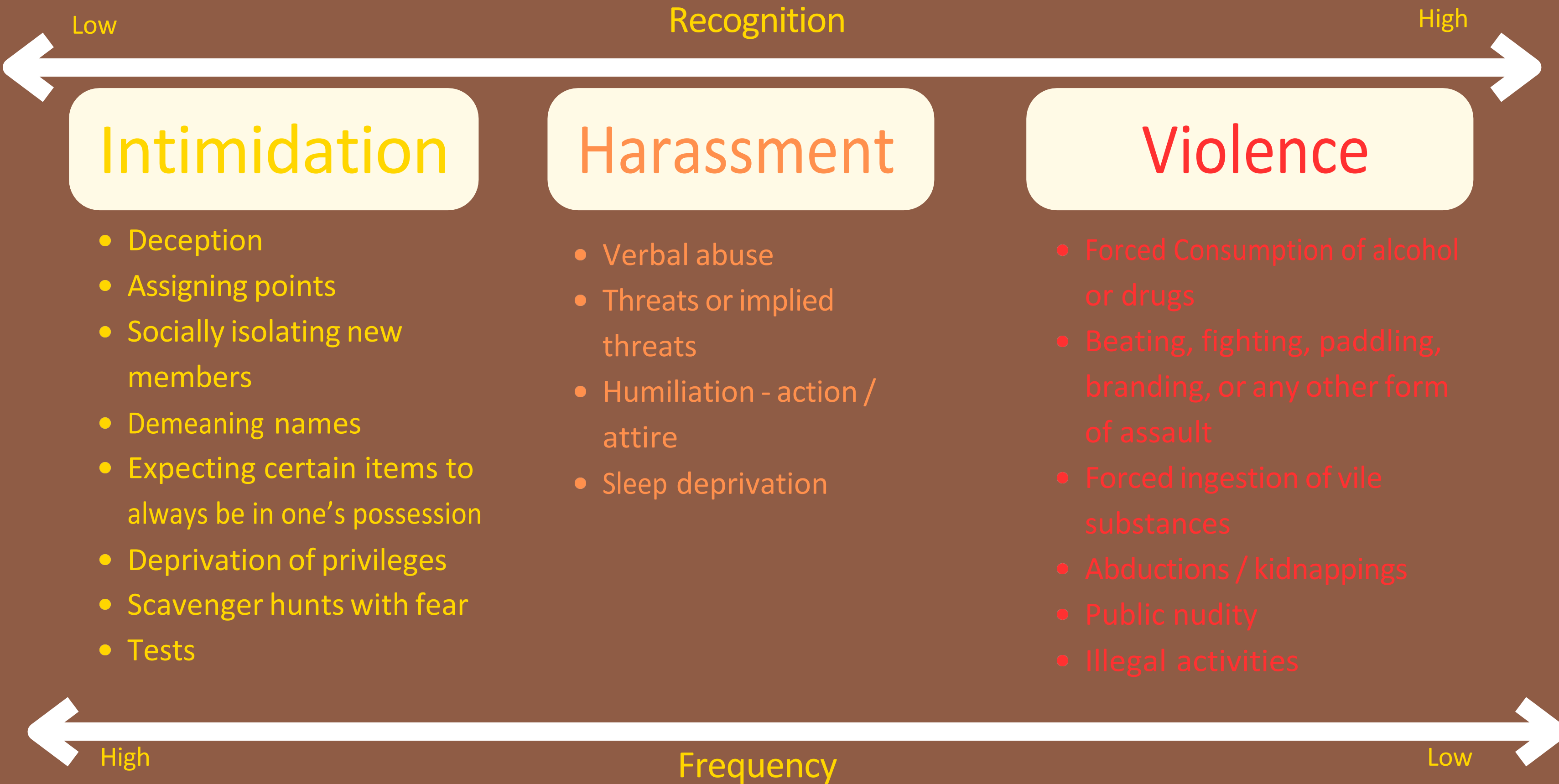
Hazing: Any intentional act or situation that (a) causes embarrassment, harassment, or ridicule and/or, (b) risks emotional, mental, or physical harm, and is committed for the purpose of membership into, affiliation with, or continuation of membership with a group or team, regardless of the person(s)'s willingness to participate.

Is it hazing?

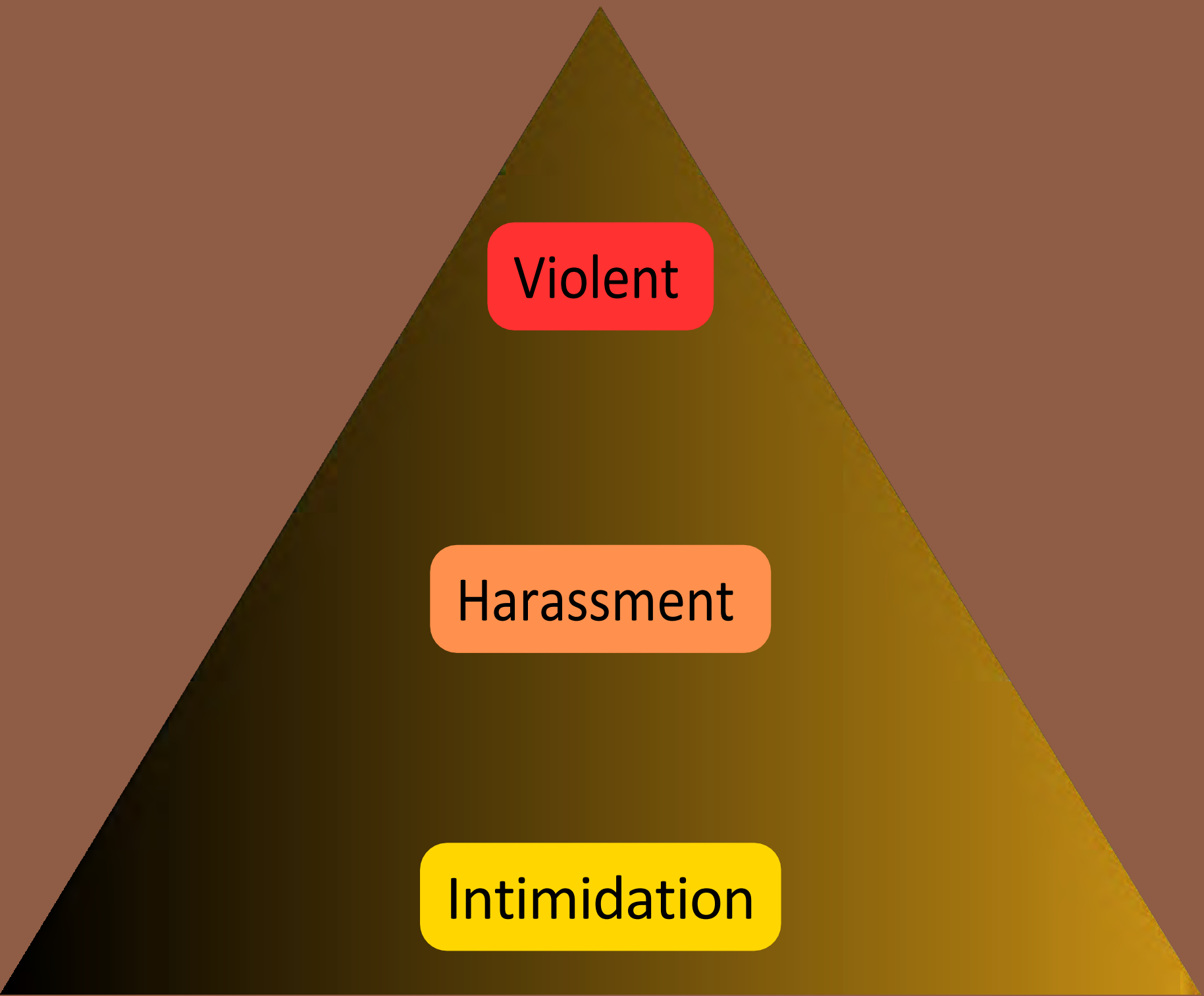
1. Group Context (i.e. within a fraternity or sorority)
2. Potentially humiliating, degrading, abusive, or endangering behavior
3. Regardless of consent or regardless of participant's willingness to participate

Small Group Discussion

The Spectrum of Hazing



Pyramid of Harm



- Forced Consumption
- Beating, fighting, paddling, branding
- Public nudity
- Illegal activities
- Verbal abuse
- Threats or implied threats
- Humiliation - action / attire
- Sleep deprivation
- Deception
- Assigning points
- Socially isolating new members
- Demeaning names
- Expecting certain items to always be in one's possession
- Deprivation of privileges
- Scavenger hunts with fear
- Tests



Hazing Prevention 101: Smart Steps 4 Staying Safe


Share



Assess the Situation



Speak Out



Remove Yourself



Report!



True prevention starts at the beginning.

Watch on  YouTube

Signs that someone is being hazed

- Prioritizing group/membership activities over other areas in their life (e.g. school, relationships, etc.)
- Expressing fear or hesitation about what might happen to them if they do not participate in a specific group activity, even if it makes them uncomfortable
- Changes to their behavior or mood, including depression, anxiety, or restlessness while participating in a new group
- Missing class, work, or outside social events in order to join a group
- Describing “traditions” that sound like hazing
- Changes to sleep habits, including fatigue to participate in a specific group activity
- Posting concerning or odd things on social media in relation to a group
- Secrecy related to group membership or traditions

Responses to hazing vary from person to person and can cause someone to experience physical, emotional, and psychological distress. The feelings can range anywhere from seeing the activities as a personal challenge to feeling a sense of abuse and harassment.

What to do if you are being hazed

- Maintain a balance between friendships/relationship and the organization
- Be open about what you are going through. Your family and friends want to support you regardless of if hazing is occurring.
- Do not be afraid. You still have control over how you participate. You can refuse to participate. You can leave the group. You can unite and work with other members who are also being hazed.
- Seek out advice from family, friends, healthcare professionals, administrators, advisors, etc.
- Call 911 if there is an immediate threat to your safety or the safety of others.
- Report the hazing, anonymously if you prefer, to Dean of Students. Know that reporting anonymously may impact outcomes.

How to report hazing

Council (IFC/CPC)

- CPCpres@uwyo.edu
- IFCpres@uwyo.edu
- CPCjudicial@uwyo.edu
- IFCstandards@uwyo.edu

FSL Office

- fsl@uwyo.edu
- To contact Maquella:
- mkuhlma2@uwyo.edu
 - 307.766.6306 (office)
 - 618.406.8122 (cell)
 - 010 Union basement

Chapter Advisors

Ask your chapter president to share advisor contact information with you

Dean of Students

- dos@uwyo.edu
- 307.766.3296
- 128 Knight Hall
- www.uwyo.edu/dos/students-concern/index.html

Break

Sexual Assault Awareness and Prevention 101: New Member Education

Campus Climate Survey Data

25% of students report
victimization of sexual assault
during their time at UW.

Campus Climate Survey Data

42% of students report
victimization of sexual assault
during their time at UW.

Shattering the Red Zone

What is it?

The "Red Zone" refers to a period of time at the beginning of the academic year, typically from the start of the fall semester until around Thanksgiving break, during which incoming college students, especially freshmen, are at the highest risk of experiencing sexual assault.

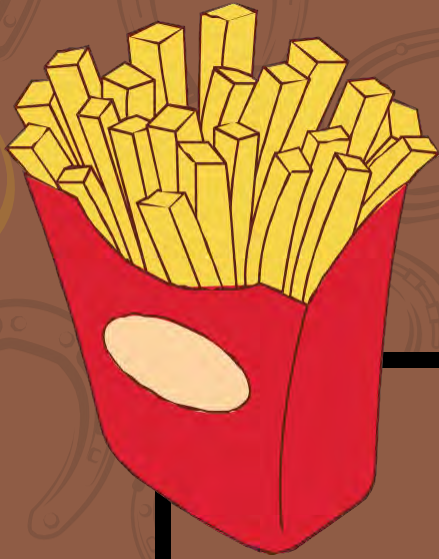
Why is risk of sexual assault higher?

- Transition and Vulnerability
- Social Pressures
- Lack of Awareness

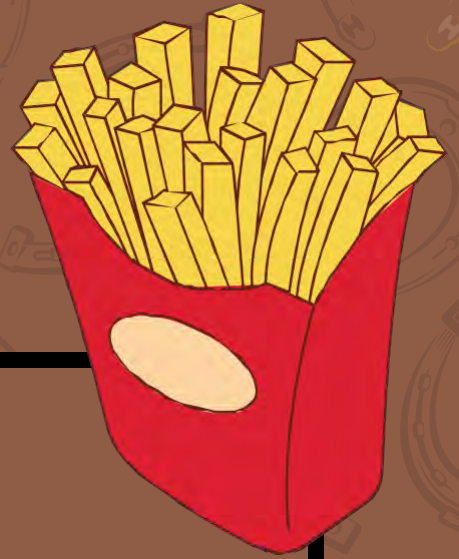
Small Group Discussion

Warning Signs An Assault May Happen

- Aggressive/Forceful Behavior: Someone is exhibiting behavior, such as grabbing, pushing, or blocking exits.
- Ignoring Boundaries: Someone is not respecting personal space or is ignoring when someone says “no” or “stop.”
- Isolation Tactics: An individual is trying to isolate another person from their friends or the group.
- Intoxication: An individual is encouraging excessive drinking or drug use, or targeting someone who is already highly intoxicated.
- Pressure: Applying pressure for sexual activity, either through guilt, threats, or persistence after refusal.
- Control: Someone is trying to control another person’s actions, decisions, or movements, such as insisting they stay in a particular place.
- Lack of Bystanders: A situation where there are few or no people around to intervene or provide support.
- Secrecy: Someone is encouraging secrecy about where they are going or what they are doing.
- Power Imbalance: A significant power differential between individuals, such as a senior member exerting influence over a new member.



Consent: FRIES



Freely given consent given without any form of pressure/manipulation/influence

Reversible consent can be withdrawn at any time

Informed all parties must have a full understanding of risks and steps of the encounter

Enthusiastic consent should be given with excitement, not reluctance

Specific consent must be specific to each act, not a blanket agreement for anything

Small Group Discussion

Signs of sexual assault - post assault

Emotional and Behavioral Changes:

- Withdrawal from friends, family, and social activities.
- Sudden onset of anxiety, depression, or panic attacks.
- Uncharacteristic mood swings, irritability, or anger outbursts.
- Exhibiting fear or discomfort around specific people or places.
- Changes in Sleep Patterns: Insomnia, nightmares, or sleeping excessively.
- Sudden, uncharacteristic changes in appearance/attire to either cover less or more of their body.
- Engaging in risky behaviors, such as reckless driving, excessive drinking/drug use, or unprotected sex.

Physical Symptoms:

- Unexplained bruises, cuts, or other injuries that the person is reluctant to explain.
- Changes in Eating Habits: Loss of appetite or sudden weight gain/loss.
- Physical Pain: Complaints of physical pain, especially in areas like the pelvis, lower back, or head.

Communication Signs:

- Uncharacteristic silence or refusal to talk about certain topics or events.
- Indirect Disclosures: Making indirect references to the assault through jokes, comments, or artistic expressions.

Supporting a Survivor

- Listen and Believe
- Validate their feelings, whether it is anger, sadness, fear, or confusion
- Avoid blame
- Ask what they need / how you can support them
- Provide options/resources such as counseling, medical attention, and reporting, but respect their choices
- Maintain confidentiality - DO NOT share their story with others without their consent, except in cases where mandatory reporting/cares reporting is required/recommended
- Follow up - check in regularly to see if they need further support but be patient as healing is a long process
- Take care of yourself and also practice self care

Resources to Prevent Sexual Misconduct

- Greendot
- Violence Prevention Office
- New Member Ed
- Chapters/officers/advisors culture development, safety plans, and accountability measures

Resources to Support Survivors of Sexual Misconduct

- SAFE Project - confidential
- Ivinson SANE Nurse
- Police (LPD or UWPD)
- UW Cares - to Dean of Students
- Sexual Assault Survivor Club
- University Counseling Center
- Dean of Students Office
- Title IX
- Chapters/officers/advisors
- Resident Assistant / faculty / staff

UWYO Policy on Sexual Misconduct

The University of Wyoming is committed to maintaining a respectful, safe, and non-threatening environment for its faculty, staff, students, contractors, and visitors and will address and resolve all complaints of sexual misconduct. This Regulation establishes policies and procedures governing sexual misconduct that is committed by any member of the University community.

This regulation applies to all faculty, staff, students, contractors, and visitors of the University. The University prohibits sexual misconduct in any form, including dating violence, domestic violence, hostile environment, sexual harassment, sexual assault, sexual exploitation, stalking, and any other conduct of a sexual nature that is nonconsensual.

Break

Signs and Struggles with Mental Health: New Member Education

Small Group Discussion

Signs of Struggle with Mental Health

Emotional and Behavioral Changes:

- Withdrawal from friends, family, and social activities / Not going to chapter/class/events.
- Depression, anxiety, panic attacks, or extreme mood swings / going from high energy to deep depression.
- Burn out and/or low grades.
- Insomnia or excessive sleeping.
- Engaging in risky behaviors, such as reckless driving, excessive drinking/drug use, or unprotected sex.
- Self-deprecating talk or expressing feelings of hopelessness.
- Preoccupation with food, dieting, and body image.
- Cessation of taking medications.
- Change in appearance/attire.

Physical Symptoms:

- Self-harm injuries.
- Changes in Eating Habits: Loss of appetite or sudden weight gain/loss.
- Constant vomiting or running to the bathroom immediately after eating.

Academic, Financial, Mental Health Resources

- CASM
- SI
- Step Tutoring
- Cowboy Coaches
- Student Support Services (TRIO)
- Office Hours
- ACES
- Disability Support Services
- Writing Center
- Chapter Academic Chairs/Advisors
- UW Food Pantry
- SAFE Project
- AWARE
- University Counseling Center
- UWPD
- Title IX
- GreenDot / Violence Prevention
- Dean of Students Office

Alcohol & Other Drugs

Resources on how to party smart

UWYO Good Samaritan Policy

Student Code of Conduct Title II Section H

- The health and safety of University of Wyoming students is of the utmost priority. To encourage students to offer help and assistance to others, the University may choose not to pursue conduct violations for (1) a student who may be hesitant to report misconduct because they themselves have committed a minor violation at the time of a more serious incident or (2) a student who may have committed a minor violation while actively assisting those who need medical aid, or (3) a student who may have committed a minor violation while seeking help for themselves. Consideration will be given to students who act responsibly to aid other persons when determining appropriate sanctions and conduct outcomes.

Party Smart: 6 Tips to Know

Chose for Yourself

Knowing what you want your night to look like and how to achieve that can help avoid experiences you don't want like blacking out, overdosing, or a hangover the next day

Set Limits

Think about your social circle, number of drinks, frequency of events, party duration, and types of parties.

Have an Out

Whether its avoiding peer pressure or leaving the party, make sure you consider your exit strategies and are prepared to address any situation that might pop up

Help Prevent Overdose

Knowing how to respond can help save a persons life, look out for signs of overdosing and make sure you respond by calling authorities & help the individual stay safe

Look Out for Others

Keep an eye out for sketchy situations that may indicate that someone is trying to take advantage of another person through the use of alcohol or other drugs.

Have Fun

College can be a stressful time, and it's important to take time to have some fun. Practicing these strategies can help you stay safe and enjoy your night.

Preventing an Overdose

SIGNS OF OVERDOSE

- Passed out or unresponsive
- Slow or no breathing
- Vomiting while passed out
- Involuntary peeing or pooping
- Pale/bluish or cool/clammy skin
- Pinpoint (small) pupils
- Making gurgling, wheezing or snoring sounds

HOW TO REPORT

- Immediately call 911 and wait for help to arrive.
- Make sure the person is in a safe area to avoid injury.
- Turn the person on their side and put them in the recovery position.
- Administer naloxone (it's safe to use even if someone is not overdosing or you're unsure what substances they may have used).
- Never leave a severely intoxicated person alone or with someone who is not a trusted friend.

Thank You For Attending

For questions or concerns, please reach out to:

Kindra Roden - CPC VP Member Experience

Email:

Cell Phone:

Eric Thompson - IFC VP Education

Email:

Cell Phone:

Fill out the survey here:



Appendix I

Laramie Town Gown Vision Statement:

Connecting our community & finding common ground through higher ed & community partnerships.

History

- 2015-Invited Colorado State University to a conference. Their presentation about Town Gown started our community in that direction
- 2016 to 2022
 - Meetings with no real direction
 - Part of the Multi City Meetings with Colorado Higher Ed Institutions
- Complete pause during Covid
- 2022
 - Stakeholders came back together and wanted real progress
- 2023
 - Approached ITGA about completing The Certificate Program as a community
 - Summer of 2023 ITGA agreed to provide TA to the community of Laramie

The ITGA Certificate Program has been customized to address the unique needs of the Laramie community, offering tailored modules and a comprehensive survey.

These are the modules the community saw as the priorities:

1. History of Town Gown Relations
2. Creating Town Gown Advisory Boards
- 3 Strategies for Developing Strong Local Government and University Relationships
4. Housing and Neighborhood Relations
5. Policing

SWOT Analysis

Strengths

- Timing and momentum of town/gown
- Resilient and motivated group
- Historical knowledge and trust
- Close-knit community
- Synergy of area law enforcement

Weaknesses

- Territorial feelings
- Negative community attitudes
- Challenges in student-community connections
- Economic development and opportunities
- Housing stock and affordable housing

Opportunities

- Establishing a sustainable TGAB structure
- Enhancing community education initiatives
- Fostering regional success through collaboration
- Strengthening connections with community colleges
- Building preventive partnerships for a safer environment

Threats

- Leadership turnover
- Sustainable funding for TGAB and efforts
- Executive leadership support/buy-in
- Burnout from core members
- Media coverage

Advisory Council

Executive Committee: Admin for each:

- UW
- LCCC
- WyoTech
- City
- County

Meetings-1x per year

Steering Committee:

- Tracy Young-Coordinator
- Chairs/Co-Chairs of Subcommittees

Meetings-Every 2 months (Even months)

Subcommittees:

1. Transportation and Safety

Chairs: Chief Browne, Chief Holland, Sheriff Appelhans

2. House/Neighborhood Relations

Chairs: LPD, Jennie Hedrick, Tracy Young

Accomplishments:

- National Night Out with Laramie Police Department

3.Prevention (Substance Misuse, Suicide, Mental Health, Sexual Assault, other prevention areas as needed)

Chairs: Andrew Tarrell, Jennifer Knerr

Accomplishments:

- Alternative Tailgate/Pokes Pregame Event (This was a combined effort between subcommittees that also included UW, LCCC and WyoTech.)

4.Economic Development

Chairs: Sharon Cumbie, Tracy Young

Meetings-As Needed

Appendix J

National College Health Assessment

2021 UW Sample Size: 777

2023 UW Sample Size: 692

2025 UW Sample Size:

2021 US Sample Size: 96,489

2023 US Sample Size: 78,024

2025 US Sample Size:

Tobacco or Nicotine Delivery Product Use

**no use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	447 (57.8%)	416 (60.6%)		64498 (67.3%)	51358 (66.3%)	
Yes, but not in the last 3 months	129 (39.4%)	97 (35.8%)		14637 (46.8%)	9508 (36.5%)	
Yes, in the past 3 months (breakdown)	198 (60.5%)	174 (64.2%)		16606 (53.2%)	16570 (63.6%)	
Once or twice	88 (26.9%)	55 (20.3%)		6786 (21.7%)	6356 (24.4%)	
Monthly	17 (5.2%)	16 (5.9%)		1935 (6.2%)	1867 (7.2%)	
Weekly	24 (7.3%)	21 (7.7%)		2337 (7.5%)	2290 (8.8%)	
Daily or almost daily	69 (21.1%)	82 (30.3%)		5548 (17.8%)	6057 (23.2%)	

Alcohol Use

**no use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	166 (21.4%)	152 (22.2%)		26826 (28%)	21637 (28%)	
Yes, but not in the last 3 months	56 (9.2%)	41 (7.7%)		6531 (9.5%)	4225 (7.6%)	
Yes, in the past 3 months (breakdown)	551 (90.8%)	492 (92.3%)		62176 (90.6%)	51398 (92.3%)	
Once or twice	164 (27%)	149 (28%)		19209 (28%)	14982 (26.9%)	
Monthly	143 (23.6%)	135 (25.3%)		14968 (21.8%)	13648 (24.5%)	
Weekly	209 (34.4%)	191 (35.8%)		24357 (35.5%)	20865 (37.5%)	
Daily or almost daily	35 (5.8%)	17 (3.2%)		3642 (5.3%)	1903 (3.4%)	

Cannabis Use

**Non-medical use only. no use of this drug and usage breakdown are both out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	444 (57.5%)	385 (56.2%)		54737 (57.2%)	42562 (55%)	
Yes, but not in the last 3 months	140 (42.7%)	127 (42.3%)		15233 (37.3%)	11002 (31.7%)	
Yes, in the past 3 months (breakdown)	188 (57.3%)	173 (57.6%)		25568 (62.6%)	23718 (68.3%)	
Once or twice	102 (31.1%)	78 (26%)		10377 (25.4%)	9470 (27.3%)	
Monthly	25 (7.6%)	30 (10%)		4702 (11.5%)	4601 (13.3%)	
Weekly	28 (8.5%)	34 (11.3%)		5178 (12.7%)	5047 (14.5%)	
Daily or almost daily	33 (10.1%)	31 (10.3%)		5311 (13%)	4600 (13.2%)	

Cocaine Use

**no use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	718 (94.1%)	632 (92.8%)		87576 (92.2%)	71230 (92.9%)	
Yes, but not in the last 3 months	35 (77.8%)	38 (77.6%)		5485 (74.4%)	3818 (70.6%)	
Yes, in the past 3 months (breakdown)	10 (22.2%)			1886 (25.6%)	1589 (29.4%)	
Once or twice	9 (20%)	8 (16.3%)		1411 (19.1%)	1122 (20.8%)	
Monthly	0	0		293 (4%)	254 (4.7%)	
Weekly	1 (2.2%)	2 (4.1%)		138 (1.9%)	158 (2.9%)	
Daily or almost daily	0	1 (2%)		44 (0.6%)	55 (1%)	

Prescription Stimulant Use

**Non-medical use only. No use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	718 (93%)	628 (91.8%)		87101 (91.2%)	70781 (91.6%)	
Yes, but not in the last 3 months	35 (64.8%)	43 (78.2%)		5918 (70.5%)	4359 (67.7%)	
Yes, in the past 3 months (breakdown)	19 (35.2%)	12 (21.8%)		2477 (29.4%)	2075 (32.3%)	
Once or twice	12 (22.2%)	7 (12.7%)		1479 (17.6%)	1244 (19.3%)	
Monthly	2 (3.7%)	4 (7.3%)		430 (5.1%)	339 (5.3%)	
Weekly	2 (3.7%)	0		289 (3.4%)	224 (3.5%)	
Daily or almost daily	3 (5.6%)	1 (1.8%)		279 (3.3%)	268 (4.2%)	

Methamphetamine Use

**no use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	763 (99%)	674 (97.2%)		93888 (98.5%)	76148 (98.7%)	
Yes, but not in the last 3 months	7 (87.5%)	9 (100%)		1302 (89.9%)	789 (82.2%)	
Yes, in the past 3 months (breakdown)	1 (12.5%)	0		148 (10.2%)	171 (17.8%)	
Once or twice	1 (12.5%)	0		62 (4.3%)	72 (7.5%)	
Monthly	0	0		36 (2.5%)	46 (4.8%)	

Weekly	0	0		22 (1.5%)	31 (3.2%)	
Daily or almost daily	0	0		28 (1.9%)	22 (2.3%)	

Inhalant Use

**no use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	759 (98.3%)	664 (97.2%)		91411 (95.8%)	73604 (95.5%)	
Yes, but not in the last 3 months	12 (92.3%)	17 (89.5%)		2966 (74.3%)	2286 (66%)	
Yes, in the past 3 months (breakdown)	1 (7.7%)	2 (10.6%)		1026 (25.8%)	1179 (34%)	
Once or twice	1 (7.7%)	1 (5.3%)		717 (18%)	848 (24.5%)	
Monthly	0	1 (5.3%)		167 (4.2%)	201 (5.8%)	
Weekly	0	0		104 (2.6%)	102 (2.9%)	
Daily or almost daily	0	0		38 (1%)	28 (0.8%)	

Sedative or Sleeping Pill Use

**Non-medical use only. No use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Undergraduate	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	742 (96.2%)	652 (95.7%)		89843 (94.1%)	73169 (94.7%)	
Yes, but not in the last 3 months	22 (75.9%)	24 (82.8%)		3905 (69.2%)	2786 (68.4%)	
Yes, in the past 3 months (breakdown)	7 (24.1%)	5 (17.1%)		1739 (30.8%)	1289 (31.5%)	

Once or twice	2 (6.9%)	3 (10.3%)		961 (17%)	715 (17.5%)	
Monthly	2 (6.9%)	1 (3.4%)		313 (5.5%)	218 (5.3%)	
Weekly	1 (3.4%)	1 (3.4%)		257 (4.6%)	196 (4.8%)	
Daily or almost daily	2 (6.9%)	0		208 (3.7%)	160 (3.9%)	

Hallucinogenic Use

**no use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	686 (88.9%)	606 (88.6%)		84065 (88%)	68142 (88.2%)	
Yes, but not in the last 3 months	57 (66.3%)	53 (67.9%)		7861 (68.6%)	5833 (64%)	
Yes, in the past 3 months (breakdown)	29 (33.7%)			3597 (31.4%)	3285 (36%)	
Once or twice	26 (30.2%)	21 (26.9%)		3056 (26.7%)	2749 (30.1%)	
Monthly	3 (3.5%)	3 (3.8%)		424 (3.7%)	413 (4.5%)	
Weekly	0	1 (1.3%)		90 (0.8%)	86 (0.9%)	
Daily or almost daily	0	0		27 (0.2%)	37 (0.5%)	

Heroin Use

**no use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	764 (99.5%)	676 (99.6%)		94361 (99.3%)	76218 (99.4%)	

Yes, but not in the last 3 months	4 (100%)	3 (100%)		546 (86.9%)	381 (77.8%)	
Yes, in the past 3 months (breakdown)	0	0		82 (13.1%)	109 (22.3%)	
Once or twice	0	0		15 (2.4%)	18 (3.7%)	
Monthly	0	0		23 (3.7%)	30 (6.1%)	
Weekly	0	0		21 (3.3%)	41 (8.4%)	
Daily or almost daily	0	0		23 (3.7%)	20 (4.1%)	

Prescription Opioid Use

**Non-medical use only. No use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	736 (95.5%)	657 (96.2%)		91339 (95.6%)	74465 (96.3%)	
Yes, but not in the last 3 months	34 (97.1%)	25 (96.2%)		3529 (84.2%)	2413 (85.2%)	
Yes, in the past 3 months (breakdown)	1 (2.9%)	1 (3.8%)		664 (15.9%)	418 (14.7%)	
Once or twice	0	1 (3.8%)		479 (11.4%)	264 (9.3%)	
Monthly	0	0		82 (2%)	60 (2.1%)	
Weekly	1 (2.9%)	0		58 (1.4%)	49 (1.7%)	
Daily or almost daily	0	0		45 (1.1%)	45 (1.6%)	

Other Drug Use

**no use of this drug is out of 100% and usage breakdown is also out of 100% (only out of those who have used the substance)*

Total Use	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never used (out of 100%)	569 (99.3%)	447 (98.7%)		62385 (98.7%)	47608 (98.7%)	
Yes, but not in the last 3 months	3 (75%)	2 (33.3%)		315 (41.2%)	236 (39.2%)	
Yes, in the past 3 months (breakdown)	1 (25%)	4 (66.7%)		449 (58.7%)	366 (60.8%)	
Once or twice	0	2 (33.3%)		114 (14.9%)	72 (12%)	
Monthly	0	1 (16.7%)		61 (8%)	55 (9.1%)	
Weekly	0	0		72 (9.4%)	80 (13.3%)	
Daily or almost daily	1 (25%)	1 (16.7%)		202 (26.4%)	159 (26.4%)	

Substance Specific Involvement Scores (SSIS) from the ASSIST

Negatively impacted academic performance

Alcohol use negatively impacted academic performance among all students in the sample

Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Total	2.1	1.9		1.8	2.2	

Alcohol use negatively impacted academic performance among only students that experienced the issue

Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Total	2.6	2.4		2.4	3.1	

Cannabis use negatively impacted academic performance among all students in the sample

Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
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Total	1	1.2		1.5	2.5	
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Cannabis use negatively impacted academic performance among only students that
experienced the issue

Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Total	3.4	3.8		4.8	6.9	

Moderate risk use of the substance

**These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use. Use of these drugs are all non-medical*

Total (%)	Percent	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Tobacco or nicotine delivery products		16.1	19.9		12.1	15.9	
Alcoholic beverages		11.2	11.0		10.8	11.2	
Cannabis		13.8	16.6		17.3	20.4	
Cocaine		0.9	1.0		1.2	1.1	
Prescription Stimulants		1.2	1.0		1.5	1.5	
Methamphetamine		0.1	0.4		0.3	0.3	
Inhalants		0	0.3		0.5	0.6	
Sedatives or sleeping pills		1.0	0.6		1.2	1.1	
Hallucinogens		1.4	1.7		2.0	2.1	
Heroin		0	0.3		0.2	0.2	
Prescription opioids		0.3	0.1		0.6	0.5	

High risk use of the substance

**These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use. Use of these drugs are all non-medical*

Total	Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Tobacco or nicotine delivery products		1.4	1.2		0.8	1.3	
Alcoholic beverages		0.8	0.7		0.9	1.2	
Cannabis		0.9	0.9		0.9	1.5	
Cocaine		0.1	0.0		0.1	0.1	
Prescription Stimulants		0	0.0		0.1	0.1	
Methamphetamine		0	0.0		0.0	0.1	
Inhalants		0	0.0		0.0	0.1	
Sedatives or sleeping pills		0	0.0		0.1	0.1	
Hallucinogens		0	0.0		0.0	0.1	
Heroin		0	0.0		0.0	0.1	
Prescription opioids		0	0.0		0.1	0.1	

Misuse of prescribed medications in the past 3 months

**These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use*

Total	Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Prescription Stimulants		1.7	1.0		1.8	1.8	
Prescription sedatives or sleeping pills		0.5	0.4		1.3	1.2	
Prescription opioids		0.1	0.1		0.4	0.4	

Tobacco or nicotine delivery products used in the last 3 months

**These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use*

Total	Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Cigarettes		9.5	9.1		6.7	9.6	
E-Cigarettes or other vape products		17.0	19.4		11.8	18.2	
Water pipe or hookah		1.7	1.2		1.5	1.8	
Chewing or smokeless tobacco		1.7	5.6		1.2	1.7	
Cigars or little cigars		4.1	3.2		2.2	2.4	
Other		1.2	1.4		0.5	0.5	

Students in Recovery from alcohol or other drug use

**These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use*

Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Total	1.7	3.0		2.2	2.5	

Last time drinking alcohol

Total	Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never		16.9	17.3		21.4	23.6	
Within the last 2 weeks		51.1	50.7		47.9	45.6	
More than 2 weeks ago but within the last 30 days		10.7	11.2		8.9	9.9	
More than 30 days ago but within the last 3 months		11.4	9.3		9.3	9.7	
More than 3 months ago but within the last 12 months		5.8	6.3		7.0	7.1	
More than 12 months ago		4.0	5.2		5.6	4.1	

Last time using cannabis/marijuana

**Students were instructed to include medical and non-medical use of cannabis*

Total	Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Never		54.7	53.0		52.4	51.4	
Within the last 2 weeks		11.8	13.2		16.3	19.8	
More than 2 weeks ago but within the last 30 days		4.3	3.8		3.7	4.6	
More than 30 days ago but within the last 3 months		6.1	6.8		5.6	6.3	

More than 3 months ago but within the last 12 months	9.2	7.0		7.6	7.8	
More than 12 months ago	13.9	16.2		14.4	10.2	

Driving under the influence

**Only students who reported driving in the last 30 days and using the substance in the last 30 days were asked this question.*

Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Driving after having <i>any alcohol</i> in the last 30 days	12.2	15.6		13.1	11.7	
Driving within 6 hours of using cannabis/marijuana in the last 30 days	28.7	29.5		29.6	30.5	

Estimated Blood Alcohol Concentration (eBAC)

**eBAC is an estimated figure based on the reported number of drinks consumed during the last time they drank alcohol in a social setting, their approximate time of consumption, sex, weight, and the average rate of ethanol metabolism. All students with an eBAC of 0.50 or higher were omitted from these figures. Only students who reported drinking alcohol within the last 3 months answered these questions.*

Undergraduate Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
<0.08	86.9	85.5		84.9	82.6	
<0.10	90.3	88.8		89.3	86.9	
Mean	0.03	0.04		0.04	0.04	
Median	0.01	0.02		0.02	0.02	

Standard Deviation	0.05	0.05		0.05	0.05	
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**Reported number of drinks consumed the last time students drank alcohol in
a social setting**

**Only students who reported drinking alcohol in the last 3 months were asked this question*

Total Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
4 or fewer	80.7	79.4		80.7	75.7	
5	7.4	6.7		7.0	8.5	
6	4.4	5.5		4.4	5.6	
7 or more	7.4	8.4		7.9	10.1	
Mean number of drinks	3.0	3.2		3.0	3.4	
Median	2.0	2.0		2.0	3.0	
Standard Deviation	2.6	2.6		2.7	3.0	

**Reported number of times college students consumed five or more drinks in a
sitting within the last two weeks**

Among all students surveyed

**Among those who reported drinking alcohol in the last 2 weeks*

Total Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Did not drink alcohol in the last two weeks (includes non-drinkers)	48.9	49.3		52.2	54.5	
None	30.9	28.2		27.3	21.6	
1-2 times	14.9	18.6		15.2	18.1	

3-5	4.4	3.3		4.3	5.0	
6 or more times	0.9	0.6		1.0	0.8	

Among those who reported drinking alcohol within the last two weeks

Total	Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
None		60.5	55.6		57.1	47.5	
1-2 times		29.1	36.7		31.8	39.7	
3-5		8.6	6.6		9.1	11.1	
6 or more times		1.8	1.1		2.0	11.7	

College students who drank alcohol reported experiencing the following in the last 12 months when drinking alcohol

**Only students who reported drinking alcohol in the last 12 months were asked these questions*

Total	Percent (%)	UW 2021	UW 2023	UW 2025	US 2021	US 2023	US 2025
Did something I later regretted		18.8	18.5		16.2	21.1	
Blackout (forgot where I was or what I did for a large period of time and cannot remember, even when someone reminds me)		10.6	8.5		9.3	12.4	
Brownout (forgot where I was or what I did for a short periods of time, but can remember once someone reminds me)		19.2	20.3		18.8	24.1	

Got in trouble with the police	1.1	0.9		0.6	0.8	
Got in trouble with university authorities	0.3	0.2		0.7	1.0	
Someone had sex with me without my consent	1.6	1.9		1.2	1.9	
Had sex with someone without their consent	0.5	0.2		0.2	0.2	
Had unprotected sex	8.7	10.0		10.0	12.1	
Physically injured myself	5.1	5.6		5.4	8.3	
Physically injured another person	0.0	0.6		0.4	0.6	
Seriously considered suicide	1.6	1.7		2.3	3.1	
Needed medical help	0.5	0.4		0.7	1.2	
<i>Reported one or more of the above</i>	22.6	21.2		19.7	26.7	



Welcome to Pokes Pub, the one and only bar on campus! We pride ourselves on being the ultimate destination for students and staff to unwind, socialize, and create unforgettable memories. Located at the heart of the campus, we offer a vibrant and inclusive atmosphere where everyone can feel at home.

At Pokes Pub, we understand the importance of balancing academic pursuits with a little bit of fun. Our mission is to provide a welcoming haven for individuals to relax and rejuvenate after a long day of classes, meetings, or studying.

Pokes Pub offers an extensive selection of constantly rotating beers on tap and refreshing mocktails to cater to all tastes and guarantee a memorable drinking experience with every sip.

Visit Pokes Pub today and experience what makes us the go-to destination for students and staff alike. Pokes Pub is more than just a bar; it's a hub of social activity and entertainment.

► MOCKTAIL GROUP PRICING :

Up to 50 drinks: **\$5.00 each**

50 - 100 drinks: **\$4.50 each**

100+ drinks: **\$4.00 each**

► RESERVATIONS:

To reserve a Pokes Pub for a private event, the following is required:

50 drinks or a minimum of \$250.00 (If the total falls below \$250.00, customers will still be charged. Any drink sold over 50, will be charged an additional cost per drink.)

OR

► HOST WITH A CASH BAR:

Cash Bar Option #1:

Drinks can be ticketed or tallied at the register and billed for the total at the end of the event.

Cash Bar Option #2:

Individuals can pay for their own drinks throughout the event.

AUDIT & CUDIT

Appendix L-a

WHAT'S YOUR SCORE?

AUDIT

0-7 Low risk

8-14 Moderate risk

15+ Elevated/High risk



CUDIT

0-7 Low risk

8-11 Moderate risk

12+ Elevated/High risk



Low Risk

You consume (or have consumed) alcohol or cannabis, and probably do not experience many negative consequences from your use

Moderate Risk

You consume a moderate amount of alcohol or cannabis, and are more likely to experience negative consequences from your use

High Risk

You consume alcohol or cannabis, and are likely to experience negative consequences from your use. People with AUD or CUD would score as 'high risk' users

These scores are based on aggregate data of populations who have been diagnosed with AUD or CUD. Risk level is determined by how close, or how far, one scores on these measures compared to how we would expect someone with a substance use disorder to score.

* AUD - Alcohol Use Disorder
CUD - Cannabis Use Disorder

The AUDIT and CUDIT are screening tools and are not intended to diagnose alcohol use disorder or cannabis use disorder

Treatment resources

Volunteers of America
1263 N. 15th St
Laramie, WY 82072
(307) 745-8915

UW Psychology Center
Psychology Dept.
307 Bio. Science Bldg.
uwpc@uwyo.edu
(307) 766-2149

Clinic for Mental Health and Wellness
502 S 4th St
Laramie, WY 82070
(307) 755-1000

Want to reduce your risk? Consider some of these PROTECTIVE BEHAVIORAL STRATEGIES

Alcohol Use PROTECTIVE BEHAVIORAL STRATEGIES

- Setting a drink limit before starting to drink
- Pace your drinks
- Reducing or avoiding shots/ hard liquor
- Keep track of the # of drinks
- Eat food before and while drinking alcohol
- Drink water while drinking alcohol
- Plan your night!
 - i.e., where you are going and having a safe way to get home
- Stop drinking when you feel buzzed
- Take a break from drinking alcohol during the night
- Choosing not to drink, even when others are drinking

Cannabis Use PROTECTIVE BEHAVIORAL STRATEGIES

- Reduce lung damage by not mixing tobacco and cannabis
- Avoid concentrated forms of THC (edibles, oil, wax, dabs, etc.)
- Set a limit on cannabis use
- Find safe transportation after using cannabis
- Track cannabis use patterns
- Avoid cannabis use before classes and homework
- Plan alternate activities during times when you would normally use cannabis
- Stop or reduce how much cannabis you purchase
- Practice "distracting and delaying" when you feel the urge to use
- Tell a friend about plans to reduce or stop, and ask for their support
- Choosing not to use cannabis, even when others are smoking/using

Campus Resources

Substance use education

UW HOPES Program
Wellness Center
hopes@uwyo.edu

UW AWARE Program
UW Counseling Center
341 Knight Hall
aware@uwyo.edu
(307) 766-2187

UW Wellness/ Mental Health Resources

UW Counseling Center
341 Knight Hall
UCC@uwyo.edu
(307) 766-2187

Wellspring Counseling Clinic
uw-well@uwyo.edu
(307) 766-6820

UW Student Health Service
Cheney International Bldg.
studenthealth@uwyo.edu
(307) 766-2130

HOPES spreads substance awareness on campus

Caroline Monroe
Copy Editor

Sat in the Union Breezeway behind a purple table adorned with pamphlets and prizes, Aleah Biertzer, program coordinator for Healthy Options for the Prevention and Education of Substances (HOPES), spent last week spreading awareness about safe substance use and resources on campus.

Last week, from Feb. 26 through March 1, marked the University of Wyoming's second annual Substance Awareness Week. It was hosted by the University of Wyoming Wellness Center in the hopes of connecting students to peers and encouraging safe behavior.

"Many of our students do not use alcohol or any substances," Biertzer said. "We really want to normalize [that] healthy behavior."

The HOPES program hosted a number of different activities over the course of the week.

Monday saw over 70 students participate in alcohol and cannabis use screenings.

On Tuesday, HOPES led students in guessing the standard drink size of different types of alcohol, and on Wednesday the program teamed up with the UW Police Department to offer free prescription lock bottles as well as a no-questions-asked opportunity to safely dispose of old or unused prescription medications.

The focus of Thursday's activity was an Instagram campaign promoting different ways UW students keep themselves safe, from always having a designated driver to choosing to spend time with friends who abstain. On Friday, students had the chance to play "substance awareness jeopardy," and practice their answers for a themed trivia game hosted later that night at the Union After Dark event.

Student's expressed interest in the opportunity to learn. Many were not aware of the resources the Wellness Center provides.

"I always go to Half Acre but I always pass the wellness place, but [they have] a lot of good information," said Ja'Naya Lee-mills, a sophomore studying criminal justice.

Sarah Gonda, a music Performance major, was quick to admit her own ignorance.

"I don't know as much as I probably should know," she said. She was glad that Substance Awareness Week provided an opportunity to remedy that.

For her part, Biertzer was eager to share the information and resources her program provides without judgment.

She emphasized her program's focus on harm reduction.

"I'm not here to tell students not to do things. I'm here to say you shouldn't, but if you're going to, let's talk about how you can do it in a safer way," she said.

Caitlin Oliva, an outdoor recreation and tourism management major, appreciated this approach.

"I think that if people aren't ashamed of different things they're more likely to look at more information about it," she said.

Oliva moved to Laramie in January, but thinks the community is receptive to the mission of Substance Awareness Week.

"It seems like, [the] majority of people are interested in being safe with stuff like that," she said.

According to Biertzer, by talking about substance use as an inevitability, professionals may unintentionally make students who abstain from drinking or other substances seem like outliers. She hopes to reframe this assumption.

"That's the main message: if you are going to drink-not when but if-here are things that you can do to stay lower risk. And then if you're not going to drink, realize that there are a whole bunch of other students that aren't going to drink either, and that you have that group too," Biertzer said.

"What is perceived as a social norm is that all of our students drink," Biertzer said. "What we're trying to do is change that perception.[...] Very few of our students percentage-wise use alcohol or any drugs in high-risk ways."

She hopes her program can bolster what she calls "holistic wellness."

"If we can really focus on wellness, holistic wellness-how do you take care of yourself? Whether that's physical, mental, emotional, social, all of the things, you are less likely to use substances to cope."

Overall, Biertzer wants students to leave with the feeling that they can make safe choices without feeling alone.

"You're not an outlier," she said.



77wmas Hillhouse, an anthropology and religious studies major, right, talks with Aleah Biertzer, left, about ways to stay safe on campus. (Caroline Monroe Photo)

Appendix M-a

Violation Type	Case #	Date Issued	Location	Defendant	Student	Repeat Offender (If Yes)	Offense Description	Court	Disposition
Drugs	22-0355	8/19/2022	East of Health Science	Person A	N		DUTY TO NOTIF OWNER	CIRC	Dismissed
Drugs	22-0355	8/19/2022	East of Health Science	Person A	N		DWUI (C)	CIRC	Guilty
Drugs	22-0355	8/19/2022	East of Health Science	Person A	N		DWUS	CIRC	Guilty
Drugs	22-0355	8/19/2022	East of Health Science	Person A	N		INTERFERENCE	CIRC	Guilty
Drugs	22-0355	8/19/2022	East of Health Science	Person A	N		INTIMIDATING	CIRC	Dismissed
Drugs	22-0355	8/19/2022	East of Health Science	Person A	N		Possession of Controlled Substance (C)	CIRC	Guilty
Drugs	22-0355	8/19/2022	East of Health Science	Person A	N		SIMPLE ASSAULT	CIRC	Dismissed
Alcohol	22-0360	8/21/2022	1600 Block of Willett	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0360	8/21/2022	1600 Block of Willett	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0364	8/23/2022	White Hall	N/A	N/A		Report of alcohol offense, nothing criminal		
Alcohol	22-0377	8/30/2022	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0391	9/3/2022	East of War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0392	9/3/2022	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0393	9/3/2022	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0394	9/3/2022	East of War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0414	9/10/2022	War Memorial Stadium	Person A	N		Interference/Resisting	MUNI	Dismissed
Alcohol	22-0414	9/10/2022	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0414	9/10/2022	War Memorial Stadium	Person A	N		Proof of Age - Falsificat	MUNI	Guilty
Alcohol	22-0416	9/10/2022	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0417	9/10/2022	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Drugs	22-0430	9/14/2022	Union Person Arking Lot	Person A	Y		Drug Violation	MUNI	Guilty
Alcohol	22-0430	9/14/2022	Union Person Arking Lot	Person B	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0435	9/16/2022	22nd and Willett	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0435	9/16/2022	22nd and Willett	Person B	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0435	9/16/2022	22nd and Willett	Person C	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0435	9/16/2022	22nd and Willett	Person C	N		Proof of Age - Falsificat	MUNI	Guilty
Alcohol	22-0437	9/17/2022	White Hall	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0437	9/17/2022	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0437	9/17/2022	White Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0438	9/17/2022	McIntyre Person Arking Lot	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0438	9/17/2022	McIntyre Person Arking Lot	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0439	9/17/2022	White Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0439	9/17/2022	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0439	9/17/2022	White Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0439	9/17/2022	White Hall	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0439	9/17/2022	White Hall	Person E	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0439	9/17/2022	White Hall	Person F	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0440	9/18/2022	White Hall	N/A	Y		Students contacted for alcohol, nothing criminal		
Alcohol	22-0442	9/18/2022	9th and Harney	Person A	N		DWUI (M)	MUNI	Guilty
Alcohol	22-0442	9/18/2022	9th and Harney	Person A	N		Speeding	MUNI	Guilty
Alcohol	22-0456	9/23/2022	Indoor Practice Facility	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0456	9/23/2022	Indoor Practice Facility	Person B	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0457	9/23/2022	Indoor Practice Facility	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0459	9/24/2022	North of Sigma Chi	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0459	9/24/2022	North of Sigma Chi	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Drugs	22-0469	9/30/2022	Orr Hall	Person C	Y		Drug Violation	MUNI	Guilty
Alcohol	22-0469	9/30/2022	Orr Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0469	9/30/2022	Orr Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0469	9/30/2022	Orr Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0469	9/30/2022	Orr Hall	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty

Alcohol	22-0473	10/1/2022	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0474	10/1/2022	Southwest of War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0474	10/1/2022	Southwest of War Memorial Stadium	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0475	10/1/2022	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0476	10/1/2022	War Memorial Stadium	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0477	10/1/2022	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0479	10/1/2022	Orr Hall	Person A	Y		Student warned UACA		
Alcohol	22-0498	10/7/2022	Orr Hall	N/A	N/A		Staff reported alcohol offense, UTL		
Alcohol	22-0501	10/9/2022	Orr Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0502	10/9/2022	9th and Lewis	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0502	10/9/2022	9th and Lewis	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0502	10/9/2022	9th and Lewis	Person C	N		Youthful Offender	MUNI	Guilty
Alcohol	22-0503	10/9/2022	15th and Fraternity	Person A	N		DWUI (C)	MUNI	Deferred
Alcohol	22-0516	10/13/2022	Simpson's Plaza	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0518	10/15/2022	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0518	10/15/2022	McIntyre Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0518	10/15/2022	McIntyre Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0527	10/18/2022	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0527	10/18/2022	McIntyre Hall	Person A	Y		Use of Controlled Substan	MUNI	Guilty
Alcohol	22-0536	10/22/2022	Animal Science Person Arking	Person A	Y		Display False ID	MUNI	Guilty
Alcohol	22-0536	10/22/2022	Animal Science Person Arking	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0541	10/22/2022	West of Bison Run	Person A	N		Display False ID	MUNI	Guilty
Alcohol	22-0541	10/22/2022	West of Bison Run	Person B	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0541	10/22/2022	West of Bison Run	Person C	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0541	10/22/2022	West of Bison Run	Person D	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0541	10/22/2022	West of Bison Run	Person E	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0541	10/22/2022	West of Bison Run	Person F	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0542	10/22/2022	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0542	10/22/2022	War Memorial Stadium	Person B	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0543	10/22/2022	War Memorial Stadium	Person A	N		Disorderly Conduct Drunk	MUNI	Guilty
Alcohol	22-0543	10/22/2022	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0545	10/22/2022	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0547	10/22/2022	East of Indoor Practice Facility	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0547	10/22/2022	East of Indoor Practice Facility	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0547	10/22/2022	East of Indoor Practice Facility	Person C	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0548	10/22/2022	War Memorial Stadium	JUVENILE	N		Assisted LPD with a juvenile intoxicated		
Alcohol	22-0549	10/22/2022	War Memorial Stadium	Person A	Y	Y	Student warned possession of alcohol		
Alcohol	22-0552	10/23/2022	Downey Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0573	10/29/2022	12th and Lewis	Person A	Y		Interference/Resisting	MUNI	Guilty
Alcohol	22-0573	10/29/2022	12th and Lewis	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0591	11/4/2022	Orr Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0591	11/4/2022	Orr Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0600	11/8/2022	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0600	11/8/2022	McIntyre Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0600	11/8/2022	McIntyre Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0600	11/8/2022	McIntyre Hall	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0600	11/8/2022	McIntyre Hall	Person E	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0600	11/8/2022	McIntyre Hall	Person F	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0600	11/8/2022	McIntyre Hall	Person G	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0600	11/8/2022	McIntyre Hall	Person H	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0632	11/19/2022	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0633	11/19/2022	War Memorial Stadium	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty

Drugs	22-0643	11/27/2022	11th and Harney	Person A	N		Drug Violation	MUNI	Guilty
Alcohol	22-0643	11/27/2022	11th and Harney	Person A	N		DWUI (M)	MUNI	Dismissed
Alcohol	22-0671	12/7/2022	Physical Science	Person A	Y		UW students warned for Open Container		
Alcohol	22-0678	12/10/2022	Arena Auditorium	Person A	N		Open Containers	MUNI	Guilty
Alcohol	22-0678	12/10/2022	Arena Auditorium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0679	12/10/2022	Arena Auditorium	Person B	Y		Open Containers	MUNI	Guilty
Alcohol	22-0680	12/10/2022	Hansen Arena	N/A	N/A		Report of underage drinking, UTL		
Alcohol	22-0681	12/10/2022	2512 Willett Dr	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0681	12/10/2022	2512 Willett Dr	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0681	12/10/2022	2512 Willett Dr	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0681	12/10/2022	2512 Willett Dr	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0681	12/10/2022	2512 Willett Dr	Person E	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0681	12/10/2022	2512 Willett Dr	Person F	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0681	12/10/2022	2512 Willett Dr	Person G	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0685	12/13/2022	Orr Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0685	12/13/2022	Orr Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	22-0685	12/13/2022	Orr Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0017	1/17/2023	Orr Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0025	1/22/2023	14th and Grand	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0025	1/22/2023	14th and Grand	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0025	1/22/2023	14th and Grand	Person A	N		Proof of Age - Falsificat	MUNI	Guilty
Alcohol	23-0026	1/22/2023	300 block N 22nd	Person A	N		DWUI (M)	MUNI	Guilty
Alcohol	23-0026	1/22/2023	300 block N 22nd	Person A	N		Stop Sign	MUNI	Guilty
Alcohol	23-0047	1/27/2023	North of Washakie Dining Center	Person A	No		Disorderly Conduct Drunk	MUNI	Guilty
Alcohol	23-0047	1/27/2023	North of Washakie Dining Center	Person A	N		Display False ID	MUNI	Guilty
Alcohol	23-0049	1/28/2023	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0065	2/4/2023	Orr Hall	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0065	2/4/2023	Orr Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0066	2/4/2023	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0067	2/5/2023	15th and Bradley	Person A	N		DWUI (M)	MUNI	Guilty
Alcohol	23-0067	2/5/2023	15th and Bradley	Person A	N		Speeding	MUNI	Guilty
Drugs	23-0068	2/5/2023	White Hall	Person A	Y		Drug Violation	MUNI	Guilty
Alcohol	23-0068	2/5/2023	White Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0072	2/5/2023	15th and Bradley	Person A	N		DWUI (M)	MUNI	Guilty
Alcohol	23-0072	2/5/2023	15th and Bradley	Person A	N		Speeding	MUNI	Guilty
Alcohol	23-0073	2/6/2023	Off Campus	N/A	N/A		Report of faculty/staff drinking with students, nothing criminal		
Alcohol	23-0077	2/7/2023	Downey Hall	N/A	N/A		Report of intoxicated individual, was not		
Alcohol	23-0092	2/12/2023	Downey Hall	Person A	Y		Minor in Possession	CIRC	Guilty
Alcohol	23-0114	2/24/2023	McIntyre Hall	N/A	N/A		Report of intoxicated individual, UTL		
Alcohol	23-0115	2/25/2023	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0115	2/25/2023	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0115	2/25/2023	McIntyre Hall	Person A	Y		Display False ID	MUNI	Dismissed
Alcohol	23-0116	2/25/2023	Orr Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0117	2/23/2023	Arena Auditorium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0117	2/25/2023	Arena Auditorium	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0119	2/26/2023	White Hall	N/A	N/A		Report of underage drinking, was none		
Alcohol	23-0120	2/26/2023	White Hall	Person A	Y	Y	Student warned UACA		
Alcohol	23-0132	3/3/2023	Downey Hall	Person A	Y		Student warned UACA		
Alcohol	23-0132	3/3/2023	Downey Hall	Person B	Y		Student warned UACA		
Alcohol	23-0132	3/3/2023	Downey Hall	Person C	Y		Student warned UACA		
Alcohol	23-0132	3/3/2023	Downey Hall	Person D	Y		Student warned UACA		
Alcohol	23-0134	3/4/2023	9th and Flint	Person E	Y		DWUI (M)	MUNI	Guilty

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Alcohol	23-0163	3/17/2023	Arena Auditorium	Person A	Y		Furnishing alcohol under	MUNI	Guilty
Alcohol	23-0163	3/17/2023	Arena Auditorium	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0176	3/25/2023	West of Coe Library	Person A	Y		Display False ID	MUNI	Dismissed
Alcohol	23-0176	3/25/2023	West of Coe Library	Person A	Y		Interference/Resisting	MUNI	Guilty
Alcohol	23-0176	3/25/2023	West of Coe Library	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0177	3/25/2023	10th and Grand	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0177	3/25/2023	10th and Grand	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0177	3/25/2023	10th and Grand	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0177	3/25/2023	10th and Grand	Person A	Y		Red Light	MUNI	Guilty
Alcohol	23-0177	3/25/2023	10th and Grand	Person A	Y		Youthful Offender	MUNI	Dismissed
Alcohol	23-0179	3/26/2023	17th and Garfield	Person A	N		DWUI (C)	CIRC	Deferred
Alcohol	23-0179	3/26/2023	17th and Garfield	Person A	N		DWUS	CIRC	Dismissed
Alcohol	23-0179	3/26/2023	17th and Garfield	Person A	N		OBEY SPEED LIMIT (Failure)	CIRC	Dismissed
Alcohol	23-0180	3/26/2023	White Hall	Person A	Y	Y	Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0180	3/26/2023	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0180	3/26/2023	White Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0180	3/26/2023	White Hall	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0180	3/26/2023	White Hall	Person E	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0180	3/26/2023	White Hall	Person F	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0181	3/26/2023	Downey Hall	Person A	Y		Student of age had alcohol		
Drugs	23-0206	4/5/2023	West of Hill Hall	Person A	Y		Drug Violation	MUNI	Deferred
Alcohol	23-0206	4/5/2023	West of Hill Hall	Person A	Y		DWUI (M)	MUNI	Not Guilty
Alcohol	23-0245	4/20/2023	15th and Iverson	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0245	4/20/2023	15th and Iverson	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0254	4/23/2023	15th and Flint	Person A	N		DWUI (M)	MUNI	Guilty
Alcohol	23-0264	4/25/2023	9th and Lewis	Person A	N		Disorderly Conduct Drunk	MUNI	Guilty
Alcohol	23-0271	4/29/2023	North of 9th and Iverson	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0271	4/29/2023	North of 9th and Iverson	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0274	4/30/2023	12th and Iverson	Person A	N		Display False ID	MUNI	Guilty
Alcohol	23-0274	4/30/2023	12th and Iverson	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0281	5/3/2023	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0291	5/5/2023	Prexy's Person Asture	Person A	Y		Open Containers	MUNI	Guilty
Alcohol	23-0292	5/5/2023	Prexy's Person Asture	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0292	5/5/2023	Prexy's Person Asture	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0293	5/5/2023	Physical Science	Person A	Y		Open Containers	MUNI	Guilty
Alcohol	23-0295	5/5/2023	Prexy's Person Asture	Person A	Y		Open Containers	MUNI	Dismissed
Alcohol	23-0295	5/5/2023	Prexy's Person Asture	Person B	N		Open Containers	MUNI	Not Guilty
Alcohol	23-0315	5/12/2023	14th and Iverson	Person A	Y		DWUI (M)	MUNI	Guilty
Alcohol	23-0315	5/12/2023	14th and Iverson	Person A	Y		Stop Sign	MUNI	Dismissed
Alcohol	23-0321	5/13/2023	9th and Kearney	Person A	N		DWUI (M)	MUNI	Guilty
Alcohol	23-0321	5/13/2023	9th and Kearney	Person A	N		Speeding	MUNI	Guilty
Alcohol	23-0362	6/7/2023	Masonry Yard	Person A	N		CARRY & EXHIB LICENSE	CIRC	Dismissed
Alcohol	23-0362	6/7/2023	Masonry Yard	Person A	N		DWUI (C)	CIRC	Guilty
Alcohol	23-0362	6/7/2023	Masonry Yard	Person A	N		DWUS	CIRC	Dismissed
Alcohol	23-0362	6/7/2023	Masonry Yard	Person A	N		EXPIRED REGISTRATION	CIRC	Dismissed
Alcohol	23-0362	6/7/2023	Masonry Yard	Person A	N		LARCENY	CIRC	Guilty
Drugs	23-0362	6/7/2023	Masonry Yard	Person A	N		Possession of Controlled Substance (C)	CIRC	Dismissed
Alcohol	23-0410	7/10/2023	North of Gateway Center	Person A	N		Open Containers	MUNI	Guilty
Alcohol	23-0438	7/31/2023	White Hall	Person A	Y		1 male UW student warned for Possession of Alcohol		
Alcohol	23-0439	7/31/2023	White Hall	Person A	Y		1 female UW student warned for UW Policy Housing violation - empty bottle		
Alcohol	23-0440	7/31/2023	White Hall	Person A	N		1 female non-UW student warned Possession of Alcohol		

Alcohol	23-0441	7/31/2023	White Hall	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
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Appendix M-b

Violation Type	Case #	Date Issued	Location	Defendant	Student	Repeat Offender (If Yes)	Offense Description	Court	Disposition
Alcohol	23-0461	8/12/2023	North of Science Initiative	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0485	8/19/2023	2512 Willett Dr	N/A	N/A		Report of underage drinking, nothing criminal		
Alcohol	23-0488	8/20/2023	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0490	8/21/2023	North of Education Annex	Person A	Y		Disorderly Conduct - Drunk	MUNI	Guilty
Alcohol	23-0490	8/21/2023	North of Education Annex	Person A	Y		False ID	MUNI	Guilty
Alcohol	23-0490	8/21/2023	North of Education Annex	Person A	Y		False ID	MUNI	Guilty
Alcohol	23-0505	8/24/2023	King Ave	Person A	Y		Student warned for posession of alchol		
Alcohol	23-0509	8/26/2023	North of Native American Center	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0514	8/26/2023	30th and Coe	Person A	Y		Warned open container		
Alcohol	23-0514	8/26/2023	30th and Coe	Person B	Y		Warned open container		
Alcohol	23-0514	8/26/2023	30th and Coe	Person C	Y		Warned open container		
Alcohol	23-0516	8/27/2023	1700 block Fraternity	Person A	Y		Proof of Age - Falsificat	MUNI	Guilty
Alcohol	23-0516	8/27/2023	1700 block Fraternity	Person A	Y		DWUI (M)	MUNI	Guilty
Drugs	23-0516	8/27/2023	1700 block Fraternity	Person A	Y		Drug Violation	MUNI	Deferred
Drugs	23-0516	8/27/2023	1700 block Fraternity	Person A	Y		FT obey traffic signs	MUNI	Dismissed
Alcohol	23-0517	8/27/2023	Downey Hall	Person A	N		Minor in Possession	CIRC	Guilty
Alcohol	23-0517	8/27/2023	Downey Hall	Person B	N		Minor in Possession	CIRC	Declined Prosecution
Alcohol	23-0517	8/27/2023	Downey Hall	Person C	Y		Minor in Possession	CIRC	Dismissed
Alcohol	23-0517	8/27/2023	Downey Hall	Person D	Y		Minor in Possession	CIRC	Dismissed
Alcohol	23-0525	8/28/2023	East of University Police	Person A	N		DWUI (C)	CIRC	Declined Prosecution
Alcohol	23-0534	8/30/2023	White Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0534	8/30/2023	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0544	9/1/2023	15th and Willett	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0544	9/1/2023	15th and Willett	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0545	9/1/2023	McIntyre Hall	N/A	N/A		Report of underage drinking, UTL		
Alcohol	23-0547	9/1/2023	15th and Flint	Person A	Y		Under 21 Intox/Possession	MUNI	Dismissed
Alcohol	23-0547	9/1/2023	15th and Flint	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0549	9/2/2023	South of Orr Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0554	9/2/2023	East of War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0555	9/2/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0556	9/2/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0556	9/2/2023	War Memorial Stadium	Person A	Y		False ID	MUNI	Dismissed
Alcohol	23-0557	9/2/2023	War Memorial Stadium	Person A	N		Disorderly Conduct - Drunk	MUNI	Guilty
Alcohol	23-0559	9/2/2023	War Memorial Stadium	Person A	N		Disorderly Conduct - Drunk	MUNI	Guilty
Alcohol	23-0559	9/2/2023	War Memorial Stadium	Person A	N		Interference/Resisting	MUNI	Guilty
Alcohol	23-0560	9/2/2023	War Memorial Stadium	Person A	Y	Y	Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0565	9/3/2023	Prexys Pasture	Person A	Y		Disorderly Conduct - Drunk	MUNI	Guilty
Alcohol	23-0566	9/3/2023	Downey Hall	N/A	N/A		Report of underage drinking, nothing criminal		
Alcohol	23-0584	9/7/2023	White Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0584	9/7/2023	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0584	9/7/2023	White Hall	Person C	Y		Use of Controlled Substan	MUNI	Guilty
Alcohol	23-0584	9/7/2023	White Hall	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0584	9/7/2023	White Hall	Person E	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0594	9/9/2023	1500 Block of King Avenue	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0594	9/9/2023	1500 Block of King Avenue	Person B	Y	Y	Under 21 Intox/Possession	MUNI	Guilty

Alcohol	23-0594	9/9/2023	1500 Block of King Avenue	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0594	9/9/2023	1500 Block of King Avenue	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0594	9/9/2023	1500 Block of King Avenue	Person E	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0594	9/9/2023	1500 Block of King Avenue	Person F	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0594	9/9/2023	1500 Block of King Avenue	Person G	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0597	9/9/2023	East of War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0598	9/9/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0599	9/9/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0600	9/9/2023	1900 block of Willett	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0600	9/9/2023	1900 block of Willett	Person B	Y	Y	Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0600	9/9/2023	1900 block of Willett	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0600	9/9/2023	1900 block of Willett	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0602	9/9/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0602	9/9/2023	War Memorial Stadium	Person A	Y		Proof of Age - Falsificat	MUNI	Guilty
Alcohol	23-0606	9/10/2023	Downey Hall	N/A	N/A		Report of underage drinking, UTL		
Alcohol	23-0618	9/16/2023	15th and Bradley	Person A	Y		DWUI (M)	MUNI	Guilty
Alcohol	23-0619	9/16/2023	15th and Bradley	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0620	9/16/2023	Sorority Row	N/A	N/A		Report of underage drinking, UTL		
Alcohol	23-0637	9/23/2023	Downey Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0640	9/23/2023	East of War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0641	9/23/2023	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0641	9/23/2023	War Memorial Stadium	Person B	N		Interference/Resisting	MUNI	Guilty
Alcohol	23-0642	9/23/2023	War Memorial Stadium	Person C	N		Under 21 Intox/Possession	MUNI	First Offender
Alcohol	23-0643	9/23/2023	War Memorial Stadium	Person A	Y	Y	Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0644	9/23/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0647	9/24/2023	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0654	9/26/2023	Downey Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0654	9/26/2023	Downey Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0654	9/26/2023	Downey Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0654	9/26/2023	Downey Hall	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0667	9/29/2023	White Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0667	9/29/2023	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0667	9/29/2023	White Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0667	9/29/2023	White Hall	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0667	9/29/2023	White Hall	Person E	Y	Y	Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0667	9/29/2023	White Hall	Person F	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0668	9/29/2023	Downey Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0668	9/29/2023	Downey Hall	Person A	Y		False ID	MUNI	Guilty
Alcohol	23-0673	9/29/2023	West of Union	N/A	N/A		Report of underage drinking, UTL		
Alcohol	23-0682	9/30/2023	High Bay Facility	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0687	9/30/2023	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0687	9/30/2023	War Memorial Stadium	Person B	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0689	9/30/2023	War Memorial Stadium	Person A	Y	Y	DWUI (M)	MUNI	Guilty
Alcohol	23-0689	9/30/2023	War Memorial Stadium	Person A	Y		Notice req of driver	MUNI	Dismissed
Alcohol	23-0689	9/30/2023	War Memorial Stadium	Person A	Y		Reckless Driving	MUNI	Dismissed
Alcohol	23-0712	10/7/2023	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0712	10/7/2023	McIntyre Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty

Alcohol	23-0712	10/7/2023	McIntyre Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0715	10/7/2023	22nd and Arrowhead	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0716	10/7/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0717	10/7/2023	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0718	10/7/2023	War Memorial Stadium	Person A	Y	Y	Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0719	10/7/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0721	10/7/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0722	10/7/2023	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0723	10/7/2023	War Memorial Stadium	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0724	10/7/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0729	10/8/2023	Downey Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0742	10/12/2023	2512 Willett Dr	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0749	10/15/2023	White Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0753	10/16/2023	Downey Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0753	10/16/2023	Downey Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0753	10/16/2023	Downey Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0753	10/16/2023	Downey Hall	Person D	Y		Furnishing alcohol under	MUNI	Guilty
Alcohol	23-0753	10/16/2023	Downey Hall	Person D	Y		Providing dwelling for un	MUNI	Guilty
Alcohol	23-0758	10/18/2023	White Hall	N/A	N/A		Report of beer can thrown out window		
Alcohol	23-0760	10/19/2023	Downey Hall	Person A	N		Minor in Possession	CIRC	Dismissed
Alcohol	23-0760	10/19/2023	Downey Hall	Person A	N		BATTERY	CIRC	Deferred
Alcohol	23-0788	10/29/2023	Downey Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0788	10/29/2023	Downey Hall	Person B	Y		Under 21 Intox/Possession	MUNI	First Offender
Alcohol	23-0812	11/3/2023	22nd and Coe	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0820	11/4/2023	Downey Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0824	11/5/2023	Downey Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0824	11/5/2023	Downey Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0872	11/18/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Not Guilty
Alcohol	23-0873	11/18/2023	War Memorial Stadium	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	23-0873	11/18/2023	War Memorial Stadium	Person B	Y		Furnishing to Underage	MUNI	Guilty
Alcohol	23-0919	12/8/2023	McIntyre Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0017	1/13/2024	15th and Willett	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0017	1/13/2024	15th and Willett	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0023	1/16/2024	Washakie Center	N/A	N/A		Report of underage drinking, UTL		
Alcohol	24-0024	1/17/2024	Downey Hall	Person A	Y	Y	Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0024	1/17/2024	Downey Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0036	1/21/2024	22nd and Harney	Person A	N		DWUI (M)	MUNI	First Offender
Alcohol	24-0036	1/21/2024	22nd and Harney	Person A	N		Speeding	MUNI	Guilty
Drugs	24-0065	2/2/2024	McIntyre Hall	Person A	Y		Drug Violation	MUNI	Guilty
Alcohol	24-0065	2/2/2024	McIntyre Hall	Person B	Y		Proof of Age - Falsificat	MUNI	Guilty
Alcohol	24-0065	2/2/2024	McIntyre Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0065	2/2/2024	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0066	2/2/2024	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0068	2/3/2024	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0068	2/3/2024	McIntyre Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0068	2/3/2024	McIntyre Hall	Person C	Y		Minor in Possession	CIRC	Guilty
Alcohol	24-0068	2/3/2024	McIntyre Hall	Person D	Y		Under 21 Intox/Possession	MUNI	Guilty

Alcohol	24-0068	2/3/2024	McIntyre Hall	Person E	Y		Furnishing to Underage	MUNI	Guilty
Alcohol	24-0082	2/9/2024	Fraternity Row	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0087	2/11/2024	McIntyre Hall	Person A	N		Non Student warned for posession of alcohol		
Alcohol	24-0087	2/11/2024	McIntyre Hall	Person B	Y		Student warned for posession of alcohol		
Alcohol	24-0088	2/11/2024	White Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0088	2/11/2024	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0088	2/11/2024	White Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0090	2/12/2024	Agriculture Building	N/A	N/A		Report of beer cans in garbage		
Alcohol	24-0118	2/23/2024	Agriculture Building	N/A	N/A		Report of beer cans in garbage		
Alcohol	24-0121	2/24/2024	10th and Grand	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0131	2/28/2024	McIntyre Hall	N/A	N/A		Report of underage drinking, nothing criminal		
Alcohol	24-0138	3/2/2024	White Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Dismissed
Alcohol	24-0138	3/2/2024	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Dismissed
Alcohol	24-0138	3/2/2024	White Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0139	3/3/2024	9th and Ivinson	Person A	N		Warned open container		
Alcohol	24-0140	3/3/2024	Washakie Basement	Person A	Y		Disorderly Conduct - Drunk	MUNI	Guilty
Alcohol	24-0141	3/3/2024	Downey Hall	Person A	N		UACA INFLUENCE	CIRC	Guilty
Alcohol	24-0152	3/9/2024	13th and Grand	Person A	N		Disorderly Conduct - Drunk	MUNI	Written Plea Due
Alcohol	24-0152	3/9/2024	13th and Grand	Person A	N		Interference/Resisting	MUNI	Written Plea Due
Alcohol	24-0154	3/11/2024	Downey Hall	Person A	Y		Providing dwelling for un	MUNI	Guilty
Alcohol	24-0154	3/11/2024	Downey Hall	Person B	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0157	3/13/2024	30th and Harney	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0157	3/13/2024	30th and Harney	Person A	N		Proof of Age - Falsificat	MUNI	Guilty
Alcohol	24-0157	3/13/2024	30th and Harney	Person A	N		Speeding	MUNI	Guilty
Alcohol	24-0160	3/17/2024	South of Orr Hall	Person A	N		DWUI (M)	MUNI	Guilty
Alcohol	24-0176	3/24/2024	White Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0176	3/24/2024	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0176	3/24/2024	White Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0190	4/1/2024	White Hall	Person A	Y		Providing dwelling for un	MUNI	Guilty
Alcohol	24-0190	4/1/2024	White Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Drugs	24-0190	4/1/2024	White Hall	Person A	Y		Use of Controlled Substan	MUNI	Guilty
Drugs	24-0190	4/1/2024	White Hall	Person A	Y		Vandalism, deface propert	MUNI	Guilty
Alcohol	24-0190	4/1/2024	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0190	4/1/2024	White Hall	Person C	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0201	4/5/2024	South of Law Building	Person A	N		Minor in Possession	CIRC	Dismissed
Drugs	24-0201	4/5/2024	South of Law Building	Person B	N		Possession of Controlled Substance (C)	CIRC	Declined Prosecution
Alcohol	24-0201	4/5/2024	South of Law Building	Person C	N		Minor in Possession	CIRC	Guilty
Alcohol	24-0205	4/7/2024	7th and Ivinson	Person A	Y		Warned open container		
Alcohol	24-0224	4/13/2024	White Hall	Person A	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0224	4/13/2024	White Hall	Person B	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0224	4/13/2024	White Hall	Person C	N		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0246	4/19/2024	1900 block Grand	Person A	N		DWUI (M)	MUNI	Guilty
Alcohol	24-0280	5/1/2024	White Hall	N/A	N/A		Report of underage drinking, nothing criminal		
Alcohol	24-0284	5/3/2024	Simpsons Plaza	Person A	Y		Open Containers	MUNI	Guilty
Alcohol	24-0286	5/4/2024	McIntyre Hall	N/A	N/A		Report of underage drinking, UTL		
Alcohol	24-0290	5/6/2024	McIntyre Hall	Person A	Y		Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0316	5/18/2024	22nd and Harney	Person A	N		Under 21 Intox/Possession	MUNI	Warranted

Alcohol	24-0316	5/18/2024	22nd and Harney	Person B	N		Minor in Possession	CIRC	
Alcohol	24-0316	5/18/2024	22nd and Harney	Person C	N		Youthful Offender	MUNI	First Offender
Alcohol	24-0316	5/18/2024	22nd and Harney	Person C	N		Speeding	MUNI	Dismissed
Alcohol	24-0316	5/18/2024	22nd and Harney	Person C	N		Failure Maintain Liabilit	MUNI	Guilty
Alcohol	24-0394	7/11/2024	215 Garfield St	Person A	N		Minor in Possession	CIRC	Dismissed
Alcohol	24-0394	7/11/2024	215 Garfield St	Person B	N		Minor in Possession	CIRC	Dismissed
Alcohol	24-0394	7/11/2024	215 Garfield St	Person C	N		Furnishing to Underage	CIRC	Dismissed
Alcohol	24-0400	7/14/2024	11th and Iverson	Person A	Y		Under 21 Intox/Possession	MUNI	Dismissed
Alcohol	24-0412	7/21/2024	University of Wyoming Parking Garage	Person A	N		Disorderly Conduct - Drunk	MUNI	Status Hearing
Alcohol	24-0425	7/31/2024	Orr Hall	Person A	Y	Y	Under 21 Intox/Possession	MUNI	Guilty
Alcohol	24-0425	7/31/2024	Orr Hall	Person A	Y	Y	Interference/Resisting	MUNI	Guilty

Appendix N

University of Wyoming
MHR Gateway Center
Alcohol Agreement

AGREEMENT BETWEEN THE UNIVERSITY OF WYOMING
AND

(SUPPLIER)

This AGREEMENT is made and entered into as of the date of the last signature affixed below by and between the University of Wyoming by and through the UW Catering & Events Department ("UNIVERSITY") and (SUPPLIER) ("CATERER"), with its principal office located at (SUPPLIER ADDRESS AND PHONE NUMBER)

The parties mutually agree as follows:

1. SCOPE OF SERVICES AND TERM OF AGREEMENT

- 1.01 This AGREEMENT is a contract with the UNIVERSITY compensating the CATERER on an as-needed basis for bar services executed for events contracted through UW Catering & Events. CATERER will not be the exclusive provider of bar services for UW Catering & Events. This AGREEMENT should not be construed as a guarantee of sales or usage by UNIVERSITY.
- 1.02 The period of this AGREEMENT is until (DATE).
- 1.03 CATERER shall provide bar and customer service for upcoming events contracted through the UNIVERSITY for the University, community, and conference business, which include events held at the Marian H. Rochelle Gateway Center.
- 1.04 CATERER and UW Catering & Events will collaboratively select middle tier selections of beer, wine, and liquor for most events. High end alcohol will be discussed on a case-by-case scenario for all events other than Foundation or Presidential events.
- 1.05 All alcohol for Foundation and/or Presidential events will be obtained through CATERER, at vendor cost with no handling or markup fees.
- 1.06 Unused or unopened items for these events will be taken back by CATERER for a full refund to UNIVERSITY on most items*(with specialty or high-end selections/exceptions).

- 1.07 UW Catering and Events will provide moveable bars, glassware, and ice for all scheduled events in which CATERER is associated.
- 1.08 CATERER will provide all beer and wine openers and associated gear, bar towels, condiments (fruit, garnish, etc.), all non-alcoholic mixers (juice, water, Pepsi products).
- 1.09 CATERER will compensate UW Catering & Events for events pursuant to this AGREEMENT as follows:
 - 1.09.1 (All Bars): 10% Discount of total bill (pre-Gratuity) to cover UW Catering & Events set-up/cleaning/coordination costs
- 1.10 CATERER shall submit itemized billing for all events to UW Catering and Events within 3-4 business days after completion of an event to ensure timely and accurate billing to UNIVERSITY customers.
- 1.11 CATERER shall possess or be able to obtain all trade, professional or business licenses as may be required to perform the work required by this AGREEMENT.
- 1.12 CATERER shall comply with all state and local laws for food/beverage facilities, including federal, state and city labor and health codes and all State of Wyoming laws and City of Laramie ordinances related to liquor sales. CATERER shall provide copies of all licenses and documentation to the UNIVERSITY upon execution of this AGREEMENT.
- 1.13 CATERER will provide uniformed professional staff and management for all events and alcohol will only be served by persons who have completed the Training for Intervention Procedures ("TIPS") training.
- 1.14 CATERER shall be responsible for the selection, hiring and payroll (including withholding all taxes and benefits that may be due) for all employees necessary for CATERER'S services provided under this AGREEMENT. UNIVERSITY reserves the right to review selected catering employees and to request replacement if selected employees do not represent the UNIVERSITY in the professional manner that is expected. However, CATERER shall retain full discretion as it relates to CATERER'S employees and shall make all reasonable efforts to comply with UNIVERSITY requests for substitution of staff.

- 1.15 CATERER and its employees and/or agents shall have the right to use only those facilities identified by the UNIVERSITY as necessary to perform services under this AGREEMENT and shall have no right of access to any other facility at the UNIVERSITY without the express written or oral consent of a UNIVERSITY authorized representative.
- 1.16 CATERER shall dispose of trash at catering operations either off the premises or in designated UNIVERSITY trash and recycling receptacles as designated by UW Catering.
- 1.17 Tips are permitted to CATERER'S staff by individuals attending the event. For Foundation hosted & select special events...visible tip jars are not permitted, but a 20% gratuity will be added to the final bill.
- 1.18 CATERER shall conduct regular inventory audits and have proper controls to assure the UNIVERSITY that loss or theft of products and revenue is controlled. At the UNIVERSITY'S discretion the CATERER will be subject to audits performed by the UNIVERSITY. CATERER will bear the risk of loss of merchandise or equipment in its possession. UNIVERSITY will bear the risk of loss of merchandise or equipment which has been properly stored and locked on the premises of the UNIVERSITY.

2. TERMINATION/BREACH

- 2.01 Termination without cause. Either party can terminate this AGREEMENT without cause by providing written fifteen (15) days' written notice to the other party.
- 2.02 Termination for cause. A material violation of any term of this AGREEMENT constitutes a material breach. Each party shall provide written notice of breach to the other party and the breaching party shall have ten calendar (10) days from date of notice of breach to present a corrective plan of action to the other party. If such plan is not presented, or the plan is not reasonable and thus unacceptable to the non-breaching party, the party declaring the breach has the option to immediately terminate this AGREEMENT by providing additional written notice of the same to the breaching party. CATERER may not declare a breach if UNIVERSITY fails to approve requested price increases beyond those detailed in this AGREEMENT. UNIVERSITY shall compensate for all sums due and owing under the AGREEMENT up and until the notice of termination of the AGREEMENT.

3. EQUAL EMPLOYMENT OPPORTUNITY

Both parties shall fully adhere to all applicable local, state and federal law, including equal employment opportunity and including but not limited to compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975 and the Americans with Disabilities Act of 1990. The University's policy has been, and will continue to be, one of nondiscrimination, offering equal opportunity to all employees and applicants for employment on the basis of their demonstrated ability and competence without regard to such matters as race, gender, color, religion, national origin, disability, age, veteran status, sexual orientation, genetic information, gender identity, political belief, or other status protected by state and federal statutes or University Regulations.

Vendors and subcontractors are notified that they may be subject to the provisions of 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); 41 CFR Section 60-1.4(a) and (c); 41 CFR Section 60-1.7(a); 48 CFR Section 52.222-54(e); and 29 CFR Part 471, Appendix A to Subpart A. As applicable, **this contractor and subcontractor shall abide by the requirements of 41 CFR 60-741.5(a). This regulation prohibits discrimination against qualified individuals on the basis of disability, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities. As applicable, this contractor and subcontractor shall abide by the requirements of 41 CFR 60-300.5(a). This regulation prohibits discrimination against qualified protected veterans, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans.**

4. CONFLICTS OF INTEREST

The holding of public office or employment is a public trust. A public officer or employee whose conduct departs from his fiduciary duty is liable for his or her actions.

5. TAXES

The UNIVERSITY, as purchaser, is exempt from all federal excise taxes and from all State of Wyoming sales tax.

6. AVAILABILITY OF FUNDS

Financial obligations of the UNIVERSITY payable after the current fiscal year are contingent upon funds for that purpose being appropriated, budgeted, and otherwise made available. In the event funds are not appropriated, any resulting contract will become null and void, without penalty to the UNIVERSITY.

7. INSURANCE

CATERER shall maintain the following insurance coverage(s) and requirements as listed below at all times while the AGREEMENT remains in effects:

- 7.01 Commercial general liability insurance including coverage for property damage, bodily injury, products completed operations and host liquor liability in an amount not less than \$1 million per occurrence and \$2 million aggregate.
- 7.02 Commercial auto liability insurance including coverage for all automobiles, including owned, non-owned and hired with minimum combined single limits of \$1 million.
- 7.03 Workers' compensation and employer's stop gap insurance as required by the State of Wyoming covering all employees. The insurer(s) shall agree to waive all rights of subrogation against the UNIVERSITY for losses arising from work performed at or for the UNIVERSITY.
- 7.04 All policies other than workers' compensation and employer's stop gap liability must name the UNIVERSITY, its Board of Trustees, officers and employees as additional insured.
- 7.05 All policies must be endorsed to state that the coverages will not be cancelled, suspended, voided, allowed to expire or be reduced in coverage or limits, except after thirty (30) days prior written notice to the UNIVERSITY.
- 7.06 Valid, current certificates of insurance for all policies shall be delivered to the Risk Management and Safety Office, by mail to University of Wyoming, Dept. 4300, 1000 E. University Avenue, Laramie, Wyoming 82071, by fax to (307) 766-3024 or by email to risk@uwyo.edu prior to commencement of the AGREEMENT. Certificates shall be kept current reflecting current policy periods at all times.
- 7.07 The University reserves the right to require complete, certified copies of all required insurance policies at any time.

- 7.08 The insurance shall be construed under the laws of the State of Wyoming. The exclusive forum for the resolution of disputes arising out of such insurance shall be a court of competent jurisdiction of the State of Wyoming
- 7.09 Insurance shall be placed with insurers licensed to do business in Wyoming and having an AM Best Company rating of no less than AVIII.

8. SOVEREIGN IMMUNITY

The UNIVERSITY does not waive its sovereign immunity or its government immunity by entering into this AGREEMENT fully retains all immunities and defenses provided by law with regard to any action based on this AGREEMENT.

9. GOVERNMENT CLAIMS

Any actions or claims against the UNIVERSITY under this AGREEMENT must be in accordance with and are controlled by the Wyoming Governmental Claims Act, W.S. 1-39-101 et seq. (1977) as amended.

10. INDEMNIFICATION

CATERER shall indemnify, save and hold harmless the UNIVERSITY, its employees and agents, against any and all claims, damages, liability, and court awards including costs, expenses, and attorney fees incurred as a result of any act or omission by the CATERER or its employees, agents or assignees pursuant to the terms of this AGREEMENT.

11. INTERPRETATION

The Parties hereto agree that (i) the laws of Wyoming shall govern this AGREEMENT, and (ii) any questions arising hereunder shall be construed according to such laws, (iii) this AGREEMENT has been negotiated and executed in the State of Wyoming and is enforceable in the courts of Wyoming. Venue shall be in the courts of Wyoming.

12. SUSTAINABILITY PRACTICES

The UNIVERSITY strongly encourages CATERER to adhere to sustainable practices. For product categories that have ENERGY STAR rated products available, the UNIVERSITY will focus its

procurement efforts on products with this rating, consistent with the needs of the campus community.

13. ASSIGNMENT/OWNERSHIP CHANGE

Neither party to any resulting contract may assign any portion of the AGREEMENT without the prior written consent of the other party.

14. SEVERABILITY & NONWAIVER

Should any term or provision or paragraph contained herein be deemed unenforceable or illegal by a court of law within the jurisdiction of Wyoming, such provision, term or paragraph shall be severed from the AGREEMENT and any all terms left therein shall be given full meaning, effect and be binding on the parties to the extent allowed. No delay or failure by either party to exercise any right hereunder, and no partial or single exercise of such right shall constitute a waiver of that or any other right, unless otherwise expressly provided.

15. NOTICES

Unless otherwise stated herein, all notices hereunder shall be in writing and delivered personally or mailed by certified mail, addressed to the parties as follows:

UNIVERSITY
UNIVERSITY OF WYOMING, UW Catering & Events
Dept. 3394
1000 University Avenue
Laramie, WY 82070

THE UNIVERSITY OF WYOMING

APPROVED:

_____ DATE

(SUPPLIER SIGNATURE)

_____ DATE

Appendix O-a

Beer Sales Information

Review of the plan:

1. **Malt Beverage Permits will be used for football and basketball seasons.** Catering permit will be used for Craft Beer Area (south end zone area).
 - Permits need to be displayed at each selling location
 - Sales start when gates open (2 hours before kickoff)
 - **Prices are \$8 (domestic) and \$10 (craft beer and other malt beverage type products)**
 - **Products in majority of locations will be sold via aluminum bottles (caps removed).**
 - 1) Greater product visibility/exposure
 - 2) Reduce customer “wait time” in lines
 - 3) Reduce serving time for hawkers (in the stands)
 - 4) Minimize beverages being spilled by fans
 - 5) Reduce time that hawkers/fans block view of game
 - **Soft Drinks and Bottled Water will also be available at each beer sales location**
 - **Both existing refrigerated kiosks and “iced down tubs” will be used at beverage sales locations.**
 - **Lower east side sales locations and south end zone locations will continue to sell draft beer.**
 - **Refrigerated trailers – Locations TBD**
 - Sales must stop at end of third quarter
THIS WILL BE ENFORCED
 - No Re-Entry to stadium (unless for emergency/medical reasons)
2. **ID Checks (Scanners)** -

Everyone who wants to purchase beer or any other (approved) malt beverage product **must** have their ID checked. **Even if someone looks old enough, still must scan their ID.**

- If someone has a wristband but still looks like they might be underage, **check their ID again.**
3. **There will be ID check locations beside of each beer sales location**
4. **Wristband/Handstamp process**
 - **Everyone** who wants to purchase beer or other approved malt beverage product **must** have a wristband and handstamp
 - **MUST HAVE A WRISTBAND TO BE SERVED**
 - Wristbands should be the same color (changes each game)

- Encourage fans to get their wristbands in IPF (Indoor Practice Facility) or in the stadium parking lots prior to entering the stadium gates

5. Allowable number of beers or other malt beverage products:

- Only two beverages per person can be bought at one time
- This policy applies to sales at beer sales stands or by hawkers selling in the seating areas

6. Beer Consumption Information

- Since beer sales began in stadium/arena, the average number of beers/per person has remained at approximately 2.5 per game
- Football games last for approximately 4 to 4.5 hours so consumption of beers is spread out of a number of hours
- Basketball games last for several hours- approximately 2.5 to 3.5 hours from the time doors open to end of game
- Beer sales cease at the end of the third quarter for football and women's basketball and at the 10 minute mark in the second half of men's basketball games.

7. Procedures for "Hawkers"

- "Hawkers" will sell beer, soft drinks and water in the stands
- Upper East
- Upper West
- Lower West
- No hawkers in student section
- Malt beverage products will be sold via aluminum bottles
- Only two beers per person are allowed to be sold during a single purchase
- Pepsi products will also be sold via plastic bottles
- FANS MUST HAVE WRISTBANDS TO BUY

Appendix O-b

**UNIVERSITY OF WYOMING
STADIUM VENDOR SERVICES AGREEMENT**

University of Wyoming (University)
Athletics Department
Fieldhouse North Addition
Dept. 3414
Laramie, WY 82071-3414
Phone ((307) 766-3503
Email: athconcs@uwyo.edu
Attn: Colin Vickers, Dir. Concessions Ops.

ALCOHOLVENDOR Roxie's on Grand
Address: 221 E Grand Ave.
City/Zip: Laramie, WY 82070
Phone: 307-745-4577
Email: roxiesongrand@gmail.com
Contact person: Bill & Roxie Hensley

1. **PARTIES.** This Agreement is made and entered into between the University of Wyoming, by and through its Athletic Department (hereinafter "UNIVERSITY") and Hensley Property Holdings, LLC DBA Roxie's on Grand (hereinafter "VENDOR").
2. **PURPOSE.** To outline the agreement terms and conditions by which VENDOR will provide sales of beer and wine UNIVERSITY at various University of Wyoming games as designated by the UNIVERSITY.
3. **TERM.** This Agreement shall commence upon July 1, 2021 and shall remain in full force and effect until June 30, 2024, with two possible 1 year renewal extensions.
4. **TERMINATION.**
 - a. *For cause.* A party will be considered in default of its obligations under this Agreement if such party should fail to observe, to comply with, or to perform any term, condition, or covenant contained in this Agreement. If the defaulting party fails to cure the breach within ten (10) days of its receipt of written notice of the breach, the non-defaulting party may terminate this Agreement as of the date specified in the notice, and may seek such other and further relief as may be provided by law. VENDOR shall not be relieved of liability for damages sustained by UNIVERSITY by virtue of any breach of this Agreement by VENDOR, and UNIVERSITY may withhold any payments to VENDOR for the purpose of set-off.
 - b. *Without cause.* UNIVERSITY can terminate this Agreement without cause, upon five (5) days prior written notice.
 - c. If VENDOR chooses to terminate this agreement, notification of such termination must occur no later than March 31st of that calendar year. This provision will allow the University to have sufficient time to modify its plan and identify a replacement vendor prior to that upcoming football season.
 - d. Termination of this Agreement shall not relieve a party from its obligations incurred prior to the termination date.
5. **SUBLEASING OF FACILITIES AND SUPPLYING OTHER VENDORS.** VENDOR, is not allowed to sublease their use space to other independent contractors
6. **UNIVERSITY PROVIDED ITEMS.**
 - a. UNIVERSITY will provide VENDOR with specific sales kiosks (inclusive of 5 keg dispensing equipment).
 - b. UNIVERSITY will provide and distribute wristbands and handstamps to the vendors for use in the wrist banding stations. Different colors of wristbands and handstamps will be utilized for each game, as determined by UW Athletics. During the 2021 season, non- tab wristbands will be utilized. The

determination of wristbands with tabs vs non-tab wristbands will be reviewed annually based on the effectiveness of the vendor's staff to monitor and not serve fans who are overly inebriated.

7. STADIUM VENDOR'S RESPONSIBILITIES.

- a. VENDOR shall agree to settle up the 2020-2021 marketing elements and investment including any monies due to Wyoming Sports Properties prior to June 30, 2021, in accordance with the previously executed *Stadium Vendor Agreement*.
- b. VENDOR covenants, represents, and warrants that Roxies and all related entities, which shall include without limitation Cowboy State Brewing (hereinafter referred to collectively as "Roxies"), shall refrain from registering with the United States Patent and Trademark Office (the "USPTO") or with the State of Wyoming any logo, mark, word mark, indicia, or any other indicator of the University of Wyoming as being the source of goods or services (the "Trademarks"). For the avoidance of doubt, the Parties agree that at a minimum the following trademarks are considered derivative Trademarks made popular by and are closely associated with the University of Wyoming and shall be withdrawn from the USPTO application process:
 1. Wildcatter Black Gold Ale
 2. Game Day Gold
 3. Cowboy Brown Ale

Roxies covenants, represents, and warrants that Roxies and all related entities shall refrain from producing marketing and/or branding materials with any logo, mark, word mark, indicia, or any other indicator of the University of Wyoming as being the source of goods or services; including derivative marketing and/or branding materials made popular by and are closely associated with the University of Wyoming. Roxies shall ensure all products and marketing/branding materials associated with the above described derivative trademarks shall be removed from stores and marketing materials by August 1, 2021.

c. SALES LOCATIONS AND EQUIPMENT.

Sales locations for dispensing of beer, wine and seltzer products shall be as follows and is limited to these locations only (unless it is mutually agreed upon in advance to move or adjust a sales kiosk location(s)).

- Upper East Concourse – 1 sales kiosk, 1 hawking station and 1 optional food stand (with separate concessions food stand agreement).
- Lower East Concourse – 2 sales kiosks
- Upper West Concourse – 1 sales kiosk and 1 hawking station
- Lower West Concourse – 1 sales kiosk and 1 hawking station (stand 11)
- Beer garden area – 2 sales kiosks (one on each side of video board)
- Indoor Practice Facility on game days – 1 sales kiosk (contingent upon fulfillment of Option 2 as presented in RFP proposal)
- Arena Auditorium concourse – Concession stands 5 and 7 with optional 3rd stand (concession stand 2) contingent upon expected crowd size
- Hawking at Arena events is permitted but must be pre-approved by University. Staging area for hawking shall be out of Concession stands 5 and 7.

While UNIVERSITY will provide the sales kiosks, VENDOR will be responsible for its own cash registers, credit card machines and drink coolers (seltzer/wine products). Vendor shall be responsible for its own cash handling, including having sufficient change available at all locations.

VENDOR will be responsible for maintaining, repairing, and regular cleaning of the dispensing equipment (to include cleaning and flushing out the keg lines at the end of each game).

VENDOR shall keep sales locations with a high-quality appearance and must be pre- approved by UNIVERSITY. VENDOR shall maintain a professional, consistent and orderly look in each sales location,

including but not limited to no additional signage without UNIVERSITY approval and no folding tables or other items without UNIVERSITY approval.

- d. **LIQUOR LICENSE.** VENDOR shall keep and maintain all necessary State approved liquor or malt beverage licenses/ permits for selling and dispensing the beer, wine and seltzer products that are the subject of this Agreement.
- e. **ID CHECKING.** VENDOR and UNIVERSITY will develop an effective plan for checking patron ID's (electronic scanners), stamping hands and placing wrist bands on all individuals approved to purchase. Currently, the anticipated ID check/wrist band locations will be: Indoor Practice Facility (IPF), stadium parking lots (pre-game) and beside or near each sales location (both in stadium and Arena Auditorium) The presence of ID checks does not relieve the Vendor's obligation to monitor the alcohol purchase and fan inebriation level at the point of sale.
- f. **STAFFING.**
VENDOR will provide a minimum of 3 staff per sales location and a minimum of 2 to 3 staff members (per ID check location) to assist with ID checks/wristband/handstamps (separate locations from sales kiosks). If UNIVERSITY determines that the proper level of customer service is not being met the contract UNIVERSITY may request VENDOR to provide additional staffing or may take other appropriate action, up to termination.

VENDOR will provide staffing that are fully TIPS (Training for Intervention Procedure) trained and are accustomed to working in an environment where alcoholic beverages are being purchased and consumed. A list of all TIPS trained employees who will be working UW events must be provided to UW Athletics/University in advance of events.
- g. **STOCKING OF SALES LOCATIONS.** VENDOR must have all sales locations stocked, staffed and ready to operate by at least 2.5 hours before football kickoff and 1.5 hours before basketball tip off. Beer/seltzer/wine sales will end at the conclusion of the third quarter at football games and women's basketball games and with 10 minutes (on the clock) in the second half for men's basketball games. Sales start and ending times for special events (such as wrestling and volleyball) must be determined and pre-approved prior to each event.

h. LIMITATIONS OF SERVICE.

VENDOR will limit each patron to only 2 beer, wine and/or seltzer beverages per a single transaction. All beer and seltzer products served in the students section will be served in 16 ounce single use cups. Craft beers served in the beer garden shall also be served in single use 16oz cups. Domestic beers and seltzer served at all other locations shall be sold in 16oz aluminum bottles. Bottle caps must be removed from aluminum bottles as sold. Wine products will be served in 6-ounce cups. VENDOR will not serve any person who is visibly intoxicated and make sure that no underage individuals are served regardless of the presence of wristbands or handstamps.

VENDOR will ensure that any Beer products sold will be poured into clear plastic cups or served in sealed aluminum bottles. No glass bottles or cans will be served to the patrons. VENDOR shall not provide any re-fills. VENDOR will ensure that new cups are issued for each purchase.

VENDOR will be allocated cups by UNIVERSITY prior to each game and will be inventoried by UNIVERSITY at end of game to determine the number of units sold (an acceptable variance allowance will be given for damaged cups which is to be reported by Vendor to UW at the end of each game). This number will be verified against cash /register receipts. This shall be a part of each of VENDOR'S sales area's closing procedure.

Bottles Inventory – An inventory shall be completed upon delivery by distributor prior to each game. Inventory shall be mutually verified prior to opening for the event. Ending inventory shall be mutually verified at the conclusion of each event. Any discrepancies shall be verified in the week following the event.

VENDOR will reserve the right to deny any service to any individual(s) and discontinue the service of alcoholic beverages prior to the ending time of an event should the conduct and/or decorum of the individual(s) be in violation of UW Athletic and/or State/Local laws.

- i. STORAGE.** VENDOR will be responsible for working with beer/seltzer vendors (per applicable state laws/statutes) to obtain products to be sold in their Sales' locations. VENDOR and University will work with beer/seltzer distributors to identify locations for any refrigerated trailers to accommodate for replacement kegs/products. Trailers shall be placed 2 weeks prior to the start of each football season with UW to agree on exact placement. Trailers shall be removed within 2 weeks of football season ending. One trailer may remain for the duration of basketball season ending March 31st of each year. VENDOR will make arrangements to receive supplies of products in the early to mid-days of each week prior to the upcoming game days. VENDOR will make every effort to avoid having late week deliveries of products.
- j. BEER AND WINE SELECTION.** VENDOR shall ensure that the following product lines are appropriately represented: Domestic Beer, Import Beer, Specialty Craft Beers and malt beverage seltzers as approved by University. For 2021 the products will be Bud Light, Budweiser, Busch Light (student section only), Bud Light Seltzer, Coors Light, Miller Lite, Kona Big Wave, Goose Island IPA, Roxies Brown Ale, and Roxies Gold Ale. The products to be served will be reviewed and modified, as necessary, prior to each football/basketball season. Prior approval must be received before any additional product is served. The dispensing equipment and aluminum bottle/can products shall be allocated proportionally to ensure that the product mix at each selling location meets the pre- approved allocation percentages. Beer and seltzer products in 2021 will be sold at \$7 for domestic, \$8 for craft and \$8 seltzer products. Pricing will be reviewed periodically (at least annually) and pre-approved by the University.



- k. **ACCOUNTING.** VENDOR will be required to provide UNIVERSITY with a payment/settlement (including financial documentation) within 10 days following the completion of each football game and bi-monthly during basketball season.

I. **HOLD HARMLESS AND INSURANCE REQUIREMENTS.**

- i. **INDEMNIFICATION.** VENDOR agrees to defend, indemnify, and hold harmless UNIVERSITY and its public employees from any and all causes of action, claims or costs including the cost of defense, arising from or related to this Agreement and the event it covers. This indemnification and hold harmless includes but is not limited to actions, claims or costs brought by third parties, VENDOR, VENDOR's employees, members, and agents.

ii. **INSURANCE.**

VENDOR agrees to maintain:

- a. Commercial general liability insurance including property damage, bodily injury, contractual liability, errors and omissions, and products and completed and ongoing operations, with minimum occurrence limits of not less than \$1,000,000 and minimum aggregate limits of \$2,000,000.
- b. Liquor liability insurance, which may be a standalone policy or contained within the commercial general liability policy, with minimum occurrence limits of not less than \$1,000,000 and minimum aggregate limits of \$2,000,000.
- c. Automobile liability insurance covering all owned, non-owned and hired autos with minimum limits of \$500,000 combined single limit.
- d. Workers' compensation coverage as required by law and employer's stop gap liability coverage.

Policies other than workers' compensation and employer's stop gap liability must name the University, its trustees, officers, and employees as additional insureds. Certificates will be delivered, prior to commencement of the contract, to the Director of Risk Management, Dept. 4300, 1000 E. University, Laramie, WY 82071.

All Coverages (i.e., general liability, errors and omissions, automobile liability, workers' compensation and employer's liability) must include:

1. Cancellation. Each policy shall be endorsed to state the coverage shall not be canceled, suspended, voided, allowed to expire or be reduced in coverage or limits, by either party, except after thirty (30) days, prior written notice by certified mail, return receipt requested, has been given to the University of Wyoming.
2. The insurer(s) shall agree to waive all rights of subrogation against the University of Wyoming for losses arising from work performed for the University.
3. Jurisdiction. The insurance shall be construed under the laws of the State of Wyoming. The exclusive forum for the resolution of disputes arising out of such insurance shall be a court of competent jurisdiction of the State of Wyoming.
4. Acceptability of Insurers. Insurance shall be placed with insurers Licensed to do business in Wyoming and having an A.M. Best Company rating of no less than AVIII.

Verification of Coverage: Prior to commencement of the Agreement, the University shall be provided with certificates of insurance and original endorsements evidencing required coverage. The certificates and endorsements for each insurance policy shall be signed by a person authorized by that insurer to bind coverage on its behalf. All certificates and endorsements are to be received by the University before the contract commences. The University reserves the right to require complete, certified copies of all required insurance policies at any time. If at any time during the term of this contract or any extension thereof, any required policies of insurance should expire, or are canceled, the University of Wyoming must be provided a certificate of insurance indicating renewal or an acceptable replacement of the expiring policy prior the expiration.

- m. **PARKING.** All parking shall be in a lot(s) designated by UNIVERSITY. VENDOR will receive a parking pass from UNIVERSITY for each game worked. Temporary loading/unloading of supplies, etc. is permitted prior to and after each football and basketball game. Vehicles must be moved to the parking lots at least ½ hour prior to gates opening. Parking in the 15 minute ticket pickup loop by the Ticket Office is not allowed. VENDOR may use designated temporary loading zones. Vehicles not removed from temporary loading zones will be towed at the VENDOR's expense.
- n. **COMPLIANCE WITH LAWS.** VENDOR shall comply with all UNIVERSITY, federal, state, and local laws, rules and regulations including the current Uniform Fire Code. A copy of the current fire code may be obtained from the Laramie Fire Department.
- o. **EXCLUSIVE BEVERAGE CONTRACT.** For campus functions, VENDOR shall adhere to the UNIVERSITY's exclusive contract for Pepsi products provided by Wyoming Beverage Inc. (WBI) to supply only products that are exclusive to the contract with WBI. The items that are included in the WBI contract are carbonated or non-carbonated or naturally or artificially flavored drinks, whether served at ambient, cold or frozen temperatures, including all types of bottled water, juice or juice drinks, and isotonic/sports. "Bottled water" means pre-packages, single-serve waters, including still, effervescent, unflavored and flavored, and vitamin additive or otherwise fortified varieties. Beverages excludes milk, flavored milk, fruit and/or yogurt based smoothies, hot or cold coffee or tea freshly brewed on the premise, tap water or fruit or vegetable juices either squeezed fresh on the premises or made from concentrates. Pursuant to the WBI contract, VENDOR shall purchase, from WBI, any beverage drinks for use on campus.

Vendors will also be responsible for providing non-alcoholic beverage products at each sales location and with each "hawking" point of sale. At a minimum 20 oz. bottled water must be available at each location.

- p. **DAMAGE.** VENDOR shall be responsible for the payment of any and all damages to UNIVERSITY's property whether caused by VENDOR or its patrons; normal wear and tear excluded.
- q. **SAFETY AND SECURITY.**
 - i. Unless provided by UNIVERSITY, VENDOR shall maintain a fire extinguisher(s) within its space, and use only "UL" listed and approved equipment. Please DO NOT use open flame-type fire for cooking (Charcoal is okay). All bottled gas must be secured to a solid object whether it is in use or in storage. Any fuel materials must be stored safely away from open flames. All cooking equipment must be properly vented and comply with all applicable state and local fire codes. Fire suppression equipment will be maintained where applicable.

- ii. VENDOR SHALL BE RESPONSIBLE FOR THEIR OWN MONEY HANDLING. UNIVERSITY IS NOT RESPONSIBLE FOR LOSS OR THEFT OF VENDOR'S PROPERTY. VENDOR is expected to provide their own money and have enough change on hand to be self-sufficient.
- iii. If VENDOR will accept electronic payment, including but not limited to credit cards, VENDOR hereby warrants and agrees that VENDOR is in compliance with the Payment Card Industry Data Security Standard (PCI DSS). VENDOR specifically agrees to the following:
 - a. VENDOR agrees that it is responsible for the security of cardholder data that it possesses, including the functions relating to storing, processing, and transmitting of the cardholder data. VENDOR takes responsibility for the payment of fines, penalties, lawsuits and other costs that result from a breach that can be traced to the action or inaction of Company and will assume 100% of those costs.
 - b. VENDOR agrees to supply the current status of Vendor's PCI DSS compliance status, and evidence of its most recent validation of compliance upon request.
 - c. VENDOR will immediately cease accepting electronic payments if the Vendor is no longer PCI DSS compliant.
 - d. VENDOR acknowledges that any indemnification provided for under this agreement applies to the failure of the Vendor to be and to remain PCI DSS compliant.
- r. **EQUIPMENT AND PRODUCTS.** VENDOR shall furnish all necessary equipment and products, **inclusive of refrigeration/ice**, which are legally safe, that are needed by VENDOR to safely and efficiently operate its Vendor area. UNIVERSITY reserves the right to determine that VENDOR's operation is unsafe, unsatisfactorily staffed or ill equipped to operate on UNIVERSITY's premises.
- s. **STAND CLEAN UP AND DISPOSAL.** VENDOR assumes any and all risk of damage to or theft of products and equipment unless caused by UNIVERSITY negligence or willful misconduct. VENDOR shall be responsible for all clean up and disposal of product and equipment from their stand within 30 days after season ending (December 30th) for Stadium and April 30th for the Arena). If stand is not cleaned within the allotted time period and UNIVERSITY staff must clean the stand, a charge of \$30.00 an hour will be billed to VENDOR. UNIVERSITY is not responsible for damage to or theft of any products or equipment left in the stand after the 30 days, regardless of fault.
- t. **SERVICES OR PRODUCTS.** VENDOR must limit the selling of their products and services to its assigned. Hawking will be permitted in pre-approved areas but will be prohibited in the student section seating areas. VENDOR shall not be permitted to offer said goods or services within any of the UNIVERSITY's facilities, e.g., the stadium, or Arena-Auditorium without first obtaining UNIVERSITY's written permission.
- u. **EVENT SET-UP.** VENDOR shall contact UNIVERSITY's maintenance personnel prior to event set-up to obtain any special directions as to the location of sprinkler heads, etc. UNIVERSITY's maintenance personnel and UWAC will be available to assist VENDOR during set-up and take-down in the event prior arrangements are made.

- v. **VENDOR BEHAVIOR.** If VENDOR, its employees or agents are not exhibiting reasonably acceptable behavior in the War Memorial Stadium or Arena Auditorium, they will be asked to remove their fixtures from the event area. UNIVERSITY, at its sole discretion, will determine when behavior is unreasonable.
- w. **UNIFORMS AND CHECK IN.** VENDOR and VENDOR's workers are required to wear a UNIVERSITY approved uniform at all times. VENDOR'S staff may not wear clothing/apparel that displays other schools or professional sports organizations. For example: No CSU or Denver Broncos hats, t-shirts or hoodies. VENDOR employees should wear a consistent clothing and color scheme that identifies them with the VENDOR. For example, black t-shirts with VENDOR logo. It will be permissible for the hawking staff to wear more vivid colors since being able to identify these employees in a crowd is an important aspect of their sales function.

VENDOR must supply the UNIVERSITY with the names of its workers for the pass list prior to each home football game or basketball game. Workers are required to check in at the pass gate prior to the opening of the gates to the general public. The pass gate for football is located at gate 8, and the pass gate for basketball is located at the garage door on the main concourse. VENDOR will be supplied ID badges for all staff at the start of the season. Staff must wear ID badges at all times.

8. REVENUE SHARE AND SPONSORSHIP

The revenue share for this Agreement is a 55/45 revenue split (after sales tax) in favor of UNIVERSITY with a sponsorship commitment as agreed upon and negotiated with Wyoming Sports Properties. Cost of cups will be split 50%/50% between the university and vendor.

9. GENERAL PROVISIONS.

- a. **FORCE MAJEURE.** Neither party shall be liable for any failure of or delay in the performance of this Agreement for the period that such failure or delay is caused by the occurrence of a Force Majeure. For purposes of this Agreement, Force Majeure shall mean a cause or event that is not reasonably foreseeable or otherwise caused by or under the control of the Party claiming Force Majeure, this shall include, but not be limited to, Acts of God, government orders, labor strikes, radioactive contamination, terrorism, transit interruptions when not caused by the contractor, and wars.
- b. **AMENDMENTS.** Either party may request changes in this Agreement. Any changes, modifications, revisions or amendments to this Agreement which are mutually agreed upon shall be incorporated by written instrument, executed and signed by all parties to this Agreement.
- c. **APPLICABLE LAWS.** Both parties shall fully adhere to all applicable local, state and federal law, including equal employment opportunity and including but not limited to compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the American with Disabilities Act of 1990. UNIVERSITY is committed to equal opportunity for all persons in all facets of UNIVERSITY's operations and is an Equal Opportunity/Affirmative Action employer. UNIVERSITY will provide all applicants for admissions, employment and all UNIVERSITY employees with equal opportunity without regard to race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, genetic information, gender identity, creed, ancestry, political belief, any other applicable protected category, or participation in any protected activity. UNIVERSITY ensures non-discriminatory practices in all matters relating to its education programs and activities and extends the same non-discriminatory

practices to recruiting, hiring, training, compensation, benefits, promotions, demotions, transfers, and all other terms and conditions of employment.

- d. **ASSIGNMENT.** Without prior written consent of the other party, neither party may assign this Agreement. This Agreement shall inure to the benefit of, and be binding upon, permitted successors and assigns of the parties.
- e. **ENTIRE AGREEMENT.** This Agreement is the entire agreement between the parties and supersedes all previous agreements, understandings, representations, warranties, promises and conditions, written and oral. No change, modification of or addition to this Agreement shall be effective unless in writing and signed by both parties.
- f. **GOVERNMENTAL CLAIMS.** Any actions or claims against UNIVERSITY under this Agreement must be in accordance with and are controlled by the Wyoming Governmental Claims Act, W.S. 1-39-101 et seq. (1977) as amended.
- g. **INDEPENDENT CONTRACTOR.** VENDOR is acting as an independent contractor. This Agreement does not commit UNIVERSITY to the traditional role of employer. UNIVERSITY is not responsible for the payment of withholding taxes, unemployment insurance, workers' compensation insurance, social security, pensions, retirement fees, licenses or other fees. Such costs are the responsibility of the VENDOR.
- h. **INTERPRETATION.** The construction, interpretation and enforcement of this Agreement shall be governed by the laws of the State of Wyoming. The courts of the State of Wyoming shall have jurisdiction over any action arising out of this Agreement and over the parties, and the venue shall be the Second Judicial District, Albany County, Wyoming.
- i. **NOTICES.** For the purpose of notifying either party, written notification may be hand delivered, emailed or sent by first class U.S. Mail to appropriate address listed at beginning of this Agreement. A copy of any notice concerning a breach, alleged breach, or dispute arising under this Agreement shall also be sent to Office of General Counsel, Dept. 3434, 1000 E. University Ave., Laramie, WY 82071-2000.
- j. **SOVEREIGN IMMUNITY.** UNIVERSITY does not waive its sovereign or governmental immunity by entering into this Agreement and fully retains all immunities and defenses provided by law with regard to any action or claim based on this Agreement.
- k. **THIRD PARTY BENEFICIARY RIGHTS.** The parties do not intend to create in any other individual or entity the status of third party beneficiary, and this Agreement shall not be construed so as to create such status. The rights, duties and obligations contained in this Agreement shall operate only between the parties to this Agreement, and shall inure solely to the benefit of the parties to this Agreement. The provisions of this Agreement are intended only to assist the parties in determining and performing their obligations under this Agreement. The parties to this Agreement intend and expressly agree that only parties signatory to this Agreement shall have any legal or equitable right to seek to enforce this Agreement, to seek any remedy arising out of a party's performance or failure to perform any term or condition of this Agreement, or to bring an action for the breach of this Agreement.
- l. **LEGAL AUTHORITY.** Each party to this Agreement warrants that it possesses the legal authority to enter into this Agreement and that it has taken all actions required by its regulations, procedures, bylaws, and/or applicable law to exercise that authority, and to lawfully authorize its undersigned signatory to execute this Agreement and to bind it to its terms. The person(s) executing this Agreement on behalf of a party warrant(s) that such person(s) have full authorization to execute this Agreement.

10. SIGNATURES. In witness whereof, the parties to this Agreement through their duly authorized representatives have executed this Agreement on the days and dates set out below, and certify that they have read, understood, and agreed to the terms and conditions of this Agreement as set forth herein.

VENDOR

DocuSigned by:

 D0AF0A27742D4FB...
 Authorized Signature

Roxi e Hensl ey Owner
 Type or print Name & Title

Hensl ey Property Hol di ngs LLC
 Organization


6/30/2021
 Date

UNIVERSITY OF WYOMING

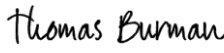
Recommended By:

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 University of Wyoming
 Athletic Concessions Date 6/25/2021

DocuSigned by:

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 Senior Associate Athletic Director/
 Administration Date 6/25/2021

Approved by:

DocuSigned by:

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 Tom Burman Date 6/25/2021
 Director of Athletics

**AMENDMENT NO. 1
TO THE STADIUM VENDOR SERVICES
AGREEMENT
BETWEEN
THE UNIVERSITY OF WYOMING
AND
ROXIES CATERING LLC**

The parties to the above-referenced Agreement dated July 1, 2021 do hereby amend the Agreement as follows:

- 1) The period within the year in which the subject services are to be performed is extended to June 30, 2026, with no option years remaining.
- 2) Section 7.j. is amended to add the following language:

Upon prior notice to VENDOR, UNIVERSITY may designate specific events as "promotional," and require reduced pricing of products. Pricing for these "promotional" events shall be designated by UNIVERSITY and upheld by VENDOR for the full duration of the event.

- 3) Section 8 is amended to add the following language:

Upon designation of a "promotional" event by UNIVERSITY, UNIVERSITY shall identify in writing the cost share structure for products subject to price reduction. Under no circumstances shall the promotional event cost share structure result in a reduction of VENDOR share under normal pricing. E.g. if under the regular season pricing structure, VENDOR share is \$3.90/unit, VENDOR shall be entitled to the same share regardless of the "promotional" event pricing structure.

All other provisions of the Agreement remain unchanged and are hereby ratified and affirmed. In the event of any inconsistency between the Agreement and the Amendment, the terms of the Amendment should be construed as final and binding.

APPROVED BY:
University of Wyoming

 DocuSigned by:

L-r: 4 211612024
Signature Date

Thomas Burman

Name

Athletics Director

Title

Contractor


Signature

2/20/24
Date

William
Name

Hensley

General
Title

Manager

Appendix P-a

CODE OF CONDUCT ACKNOWLEDGEMENT

The Club Sports Program aims to provide quality competitive sport activities for members of the University community. These activities should be conducted in a manner that represents the best interest of the University, while minimizing risk, ensuring participant safety, and maintaining quality facilities and equipment. When involved in Club Sports events, on and of campus, and when traveling, individuals must always act in a way that does not detract from the reputation of the University. Any reports regarding your club that reflect negatively upon the University may result in disciplinary action which could include loss of practice space/time, short term suspension, loss of club status, etc.

Examples of Code of Conduct violations can include, but are not limited to, the following:

- Behavior - Disregarding the Club Sports Program policies about drugs, alcohol, and disruptive behavior.
- Staf/Participant Safety - Jeopardizing the safety of staf, participants, and/or officials by words or actions.
- Facility Policies - Intentionally disregarding existing facility policies.
- Access infraction - Engaging in unauthorized entry and exit from University Facilities.
- Facility/equipment Issues - Disregarding equipment or facility policies.
- Financial Infraction - Inappropriately using or managing club money.

ANTI-HAZING POLICY

The Club Sports Program along with the Center for Student Involvement and Leadership (CSIL) is committed to the belief that abusive behavior, harassment, and assault do not build character, do not build leadership skills, and do not foster group loyalty or unity. Hazing is an abuse of power and relationships, and its purpose is to demean others. Hazing is defined as any intentional act or situation that (a) causes embarrassment, harassment, or ridicule and/or, (b) risks emotional, mental, or physical harm, and is committed for the purpose of membership into, afiliation with, or continuation of membership with a group or team, regardless of the person(s)'s willingness to participate. Apathy or deference in the presence of hazing is not neutral; both are also violations.

DRUG/ALCOHOL POLICY

Drugs and alcohol are not allowed at any Club Sport function. Club Sport participants, coaches, and volunteers are not permitted to be under the influence of drugs or alcohol, regardless of participants' age or applicable state laws, during team events and activities.

When hosting a home event (competition or practice) drugs and alcohol may not be used by club athletes, coaches, or spectators from either team. The use of drugs and alcohol is prohibited throughout the duration of travel related to a club sport event (from the time you leave campus to the time you return to campus). There are no drugs or alcohol allowed in university vehicles, privately owned vehicles, hotels/motels, vacation rentals, or University facilities while on a team trip. Additionally, events hosted by clubs outside of practices and competitions (i.e. banquets) are subject to these expectations.

CLUB SPORT DISCIPLINARY ACTION

Violation of, or non-compliance with University, Club Sport, or Student Organization policies, standards of conduct or the UW Student Code of Conduct may result in immediate suspension of that club or individuals by the University. A discipline process involving hearings by the Club Sports Council exists so that decision-making concerning policy violation involves student input. However, the Campus Recreation Department and Club Sports Office reserve the right to take immediate disciplinary action against any club, club members, or volunteer coach. If the violation involves the UW Student Code of Conduct, the Dean of Student's Office will act on the situation as well. Recreational Sports Staff will add a suspension of at minimum one event in addition to the National Governing Body suspension with consideration for the format of the sport.

☐ **By checking the box - I acknowledge I have read, understand, and agree to the policies and guidelines within the University of Wyoming Club Sports Code of Conduct and Club Sports Handbook.**

UNIVERSITY OF WYOMING

RELEASE, ASSUMPTION OF RISK & AGREEMENT TO HOLD HARMLESS

I am aware that participating in the _____ on _____ may be a dangerous activity involving
(activity name) (date/s)

A RISK OF INJURY ranging from minor injury to serious injuries such as paralysis, or even death. I am aware that such an injury can limit my future life activities, including future earning capacity. I understand that the activities I will be participating in entail both known, inherent risks and unknown, unanticipated risks. Because of the potential dangers and risks, I recognize the importance of following instructions provided and I agree to follow all directions.

I realize that the risks of this activity may include but are not limited to: falls; equipment failure; poor decision-making on my part or others; inclement weather and other environmental hazards; other users; transportation to and from the activity locations; staying overnight off campus; the rendering of first-aid, emergency treatment or other services; and consumption of food or drink. I understand that there are additional unforeseeable accidents, and I assume all risks associated with such accidents.

I certify that I am physically able to undertake this activity and know of no medical or health reason why I should not participate in this activity.

Any equipment provided to me by the University, I use at my own risk. It is my complete responsibility to fully inspect any and all personal or provided equipment, and bring forth any issues including damages or defects.

I hereby grant permission for the University to give or authorize emergency medical treatment, if necessary, and such action by the University shall be subject to the terms of this Agreement. I understand and agree that the University assumes no responsibility for any injury or damage, which might arise out of or in connection with such authorized emergency medical treatment.

In consideration of the University of Wyoming, providing me with the opportunity to participate, I hereby assume all the associated risks and agree to hold the University of Wyoming, its trustees, officers, employees, agents, representatives, instructors, and volunteers and the State of Wyoming harmless from any and all liability, actions, causes of action, debts, claims, or demands of any kind and nature whatsoever which may arise by or in connection with my participation. The terms hereof shall serve as a release and assumption of risk for myself, my heirs, estate, executor, administrator, assignees and for all members of my family.

I have read the above statement and fully understand the contents, consequences and implications of signing this document.

PRINTED NAME

WyoOne #

SIGNATURE

DATE

IF THE INDIVIDUAL ABOVE IS UNDER 18 YEARS OF AGE:

I, being the parent or legal guardian of the above participant, _____, who is under the age of 18, have read the above statement and fully understand the contents, consequences and implications of signing this document.

PRINTED NAME

SIGNATURE

DATE

Essential Information for Participants

Our expectations of you as a participant

Our outings are group experiences where members are expected to be active participants in the group. If you are the independent type that prefers to do things on your own, our outings may not necessarily be for you. As a participant in our outings, you are expected to help out in such areas as: setting up camp, cooking, cleaning, belaying, packing, minimizing environmental impacts, and assisting other participants. If you are unfamiliar with how to perform these tasks, that's okay, we are happy to help you learn! Beyond helping out, it is imperative that you listen and pay attention to the leader(s) on the trip at all times. It is understood that everyone plays a role in safety, for your own safety for the safety other participants as well.

Drugs and alcohol

Drugs are never allowed on Outdoor Program activities, nor being under the influence. Alcohol is not allowed on any OP activity "in the field" and/or transported in a UW vehicle (as per University Regulation 3-179).

Environmental impact

On our outings we use a variety of public lands; therefore, it is important to not only minimize our physical impacts, it is also important to minimize impacts on other users. The Outdoor Program strictly follows the seven practices and principles of 'Leave No Trace.' We expect that all participants on our outings will do the same. Please go to www.Int.org for more information.

Pre-trip meetings and safety

Our pre-trip meetings are designed to help you understand the physical activity involved and some of the potential risks and considerations of which you need to be aware of. It is extremely important that you understand what is involved with your participation in the trip (i.e. required equipment/clothing, inherent risks and physical preparedness). If you do not understand, ask either the staff member or the Outdoor Program Coordinator prior to the departure of the trip. It is your responsibility to make sure you get all the information and your personal equipment before the trip departs. If at the end of the pre-trip meeting you decide that the physical demands are too great, or if you feel uncomfortable about going on the trip, we will be happy to refund your money or transfer your money towards another trip. Please do so promptly so that we may try to fill your spot.

Health considerations and physical preparedness

Most of our outings require some level of physical conditioning. We use an activity rating scale to give you a general idea of the minimum level of physical activity the outing will require. Please inquire with us if you are concerned at all about not being physically prepared, we can help clarify the activity level that may be involved in our outings.

We require full disclosure of participant's health history information. We are not medical doctors; therefore, if you have a health condition that may affect your participation it is best left to a health care professional to decide if participation is right for you. It is essential that we fully understand the effect any health condition or medication may have on your participation. Please tell your trip leader(s) about any condition that may affect your participation in the trip.

Leaders

Our staff are here to instruct and to help facilitate the overall experience, they are not personal servants. For the most part leaders have a lot of personal and professional experience; they are excited to share those experiences with you and foster your own appreciation of the activities in which you are engaging.

Appendix Q

Transportation Services 2022

Employees in Pool – 73

Pre-Employment Drug Tests – 56

Random Drug Tests – 34

Random Alcohol Tests – 10

Quarter	Test Type	Violation	Result
1	Pre-Employment	Positive Drug Test	No Hire
1	Pre-Employment	Positive Drug Test	No Hire
1	Random	Positive Drug Test	Termination

Transportation Services 2023

Employees in Pool – 75

Pre-Employment Drug Tests – 40

Random Drug Tests – 46

Random Alcohol Tests – 15

Quarter	Test Type	Violation	Result
NO DRUG AND ALCOHOL VIOLATIONS			

Transportation Services 2024 (as of 9/30/24)

Employees in Pool – 75

Pre-Employment Drug Tests – 27

Random Drug Tests – 33

Random Alcohol Tests – 9

Quarter	Test Type	Violation	Result
NO DRUG AND ALCOHOL VIOLATIONS			

UW Transportation Services has a zero-tolerance policy, which is believed to be an effective policy and many transit agencies have similar policies. Employees receive several hours of drug and alcohol training before behind-the-wheel training and have a solid understanding of drug and alcohol, effects, and consequences of use. It's believed UW Transportation Services sees minimal violations because of their education program and strict zero-tolerance policy.



STUDENT-ATHLETE HANDBOOK



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Dear Wyoming Student-Athlete,

We would like to welcome you to our University of Wyoming Intercollegiate Athletics program this year, as well as tell you how proud we are that you have chosen to become a member of our Wyoming family. As you were aware when you made your collegiate choice, there is a tremendous tradition established here over the years, a tradition made possible to a great extent by our student-athletes who have competed athletically and academically.

The University of Wyoming is nationally recognized for its teaching and research excellence. It is committed to improving and maintaining that reputation. Our athletics goals here are no less ambitious. As a member of the Mountain West Conference, Big 12, and Western Athletic Conference we continue to successfully strive for excellence at the highest level of intercollegiate competition in the country.

Your academic success is our top priority and it must be yours as a student-athlete. Our Office of Academic Support will provide you every opportunity to accomplish your academic and personal goals that will include a top-notch education and a degree from one of our six undergraduate colleges. The diploma you earn at UW will enhance your future opportunities while opening doors you thought were not possible.

We are extremely proud of our programs and facilities. The upgrades to the Curtis and Marian Rochelle Athletics Center (now the High Altitude Performance Center) have improved the Sports Medicine Office, the Office of Academic Support, the Sports Performance center, the football offices/meeting rooms and much more. We would put our facilities up against anyone in the country! We have recently updated the football field with new turf (summer 2023), a new scoreboard on the women's soccer field (fall 2023), and have aggressive planning for the west side of War Memorial Stadium following the 2023 fall football season. Furthermore, we are constantly expanding our staff to offer you the very best support in your chosen sport.

We look forward to working with you and watching you grow and mature into the individual you know you can be. We are counting on you to help continue the rich tradition of Cowgirl and Cowboy excellence. We wish you the very best in this, one of the greatest adventures of your life.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. Burman', with a stylized flourish at the end.

Tom Burman
Director of Athletics
University of Wyoming

Dear Wyoming Student-Athlete,

Welcome to another exciting year at the University of Wyoming. It is our goal to facilitate the academic and personal excellence of a diverse group of student-athletes. We strive to assist you in achieving your academic and athletic goals in any way we can.

You will have a great opportunity this year to further develop the skills and knowledge necessary to fulfill your college degree requirements. I hope that the attainment of your degree is of the utmost importance to you – it will open up many opportunities for you upon your departure from the University of Wyoming. With the combination of our academic, personal and career services, we hope to enhance your success and experience here at UW.

Again, welcome to campus. The Athletics Administration is eager to help you create the best experience possible for you over the upcoming years. We are looking forward to an awesome 2023-24 academic year. Please never hesitate to reach out and contact anyone in our administration if you have questions or concerns on how we can assist you during your time at UW.

Go Pokes,

Peter Prigge
Associate Athletics Director – Compliance & Olympic Sports
University of Wyoming

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Student-Athlete Handbook “Excelling in Athletics and Life”

Introduction

The Student-Athlete Handbook has been developed for the exclusive use of the University of Wyoming Athletics Department. All student-athletes are expected to become familiar with the information provided here as well as the information in the University of Wyoming Student Code of Conduct. The Student-Athlete Handbook is not the only information source required for review at the University of Wyoming for this academic year. Other necessary resources include the Fall Class Schedule, Spring Class Schedule, the University Catalog (http://www.uwyo.edu/registrar/university_catalog/) and the electronic forms signed via ARMS Recruiting Software.

The Student-Athlete Handbook is incredibly useful and contains a variety of information relating to your UW Athletics experience. We hope you will take full advantage of this useful document. If questions arise that are not covered, please contact the UW Athletics administration and/or your coaches.

We hope you will take full advantage of your opportunities offered at the University of Wyoming. With your academic and athletic experiences, the success you achieve and the memories you gain will play an instrumental role in your personal and professional growth.

UNIVERSITY OF WYOMING MISSION STATEMENT AND GUIDING PRINCIPLES

MISSION STATEMENT

The University of Wyoming, Department of Intercollegiate Athletics is committed to the development of tomorrow's leaders by creating an environment that promotes personal growth, academic and athletic excellence in a progressive, inclusive, and transparent manner. The Department of Intercollegiate Athletics will support the overall University of Wyoming mission, provide an outstanding fan experience, encourage community engagement, and serve as a source of pride for alumni, supporters, and the State of Wyoming.

GUIDING PRINCIPLES

- **Dedication to Student-Athletes:** We will promote the well-being of student-athletes and provide opportunities for academic, athletic, and personal success. We will foster academic excellence, graduate student-athletes, support their development as citizens, and prepare them to be leaders.
- **Integrity:** We will demonstrate integrity in all areas. We are dedicated to financial stability, rules compliance, diversity, and personal accountability.
- **Respect:** We will celebrate a climate of mutual respect, inclusiveness, loyalty, and sportsmanship by recognizing contributions to our teams, our department, and the university.
- **Competitive Success:** We will endeavor to be the very best when representing the University of Wyoming and our state. We are committed to providing the resources and personnel for our teams to achieve success.
- **Tradition:** The legacy of the University of Wyoming Athletics is proud and strong. We will honor our outstanding tradition.
- **Excellence:** We believe in a spirit of comprehensive excellence. We will strive for excellence in all we do.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE CODE OF CONDUCT

As a member of a program in the University of Wyoming Athletics Department, a student-athlete becomes a representative not only of their team, but also of the University. As a University of Wyoming (UW) student-athlete, you are expected to behave both on-and off-campus in a manner that brings credit to the University and your team. This includes, but is not limited to, your behavior/actions while utilizing social networks (e.g., Instagram, Twitter, Snapchat, etc.).

The University of Wyoming Athletics Department requires employees (e.g., coaches, staff, etc.) to conduct themselves in a manner that creates a positive image of the people, values and traditions associated with the University, Conference, and the NCAA. As a student-athlete, you are expected to uphold the same standards of behavior outlined in the University of Wyoming Student Code of Conduct, as well as the standards set forth by the University of Wyoming Athletics Department, your head coach, applicable athletics conference and the NCAA.

Participating in sports at the University of Wyoming **is not a right, but a privilege**. Violations of the UW Athletics Department Student-Athlete Code of Conduct include, but are not limited to, convictions or credible evidence of the following:

1. Alcohol/drug related issues/problems (see UW Substance Abuse Policy)
2. Shoplifting or theft
3. Assault/physical violence in any form
4. Violations of the University of Wyoming Student Code of Conduct including, but not limited to, those involving academic dishonesty, hazing, violations of other UW Athletics Department policies and procedures (i.e. NIL Policy), etc.
5. Trafficking/disseminating any illegal substance

If a Student-Athlete Conduct Code violation is found to have been committed, a student-athlete may be assessed a penalty including, but not limited to, a written reprimand, community service, reduction or cancellation of athletics aid and/or termination of their student-athlete status. Any reduction or cancellation of scholarship aid may be appealed through established University procedures. (*See attachment A of the UW Substance Abuse Policy*).

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT STUDENT-ATHLETE SUBSTANCE ABUSE POLICY

I. Purpose of Drug and Alcohol Education and Screening

The University of Wyoming (hereafter referred to as UW) is concerned with the physical, mental and emotional well-being of its students, including those who participate in intercollegiate athletics. While the misuse of drugs and alcohol is neither condoned by the University nor the UW Athletic Department, it is recognized as a potential problem for all students, especially the student-athlete. The student-athlete experiences unique pressures and risks due to his/her involvement in intercollegiate athletics and is highly susceptible to the experimentation of drugs and alcohol. Therefore, the UW Athletic Department has instituted a mandatory substance-abuse program.

In order to facilitate a more positive decision-making process for the student-athlete, the following drug education and screening goals have been developed.

1. To protect the health, safety and well-being of student-athletes;
2. To educate the student-athletes on the physiological and psychological dangers inherent in the misuse of drugs and alcohol;
3. To identify and address student-athletes' problems and concerns involving drug and alcohol use and abuse;
4. To protect the student-athletes and others with whom they compete from potential injury as a result of the misuse of drugs and alcohol;
5. To provide a screening program to identify student-athletes (defined below) who are improperly using drugs or alcohol. Furthermore, to assist them through education and counseling before they injure themselves or others or become physiologically or psychologically dependent. For the purpose of the Substance Abuse Policy, a student-athlete at UW is defined as the following:
 - Any person currently participating in the intercollegiate athletic program
 - Any person currently participating on the University of Wyoming Spirit squad(s) (hereafter referred to as spirit squads)
 - Any person who has been medically disqualified from competition and is still receiving athletic aid
 - Any person who has exhausted their athletic eligibility and is still receiving athletic aid.
6. To be in compliance with the NCAA rules and regulations regarding drug testing procedures;
7. To prevent the use and distribution of performance enhancing substances;
8. To protect UW's integrity; and

9. To seek to maintain “fair play” in intercollegiate athletic competition.

II. Education

The purpose of drug and alcohol education is to provide realistic and up-to-date information about chemical use and abuse so that responsible decisions can be made about drug and alcohol usage and prevent a student-athlete’s career from being shortened or extinguished because of chemical misuse and/or addiction. The UW Athletic Department will conduct educational seminars as appropriate. These may include specific information on a single topic (e.g., drinking and driving, marijuana, steroids, etc.), new information about alcohol or drug misuse and/or abuse or education regarding the inherent risks of utilizing nutritional supplements. These seminars may be mandatory for student-athletes, student managers, the spirit squad (hereafter referred to as “student-athlete”) and other applicable personnel.

III. Substance Abuse Committee

The Substance Abuse Committee is composed of the Athletic Department’s Primary Care Physician/Medical Director, the Deputy Director of Athletics, the Senior Associate AD/SWA, the Director of Sports Medicine (DSM) and the Faculty Athletic Representative (FAR). The Deputy Director of Athletics serves as the Chairperson of the Substance Abuse Committee and works closely with the DSM who coordinates the actual screenings (ensures paperwork is completed, etc.) with the appropriate testing body/laboratory. The UW Athletic Department currently uses Drug Free Sport (<http://www.drugfreesport.com/>) as its main testing body/laboratory but may utilize other entities when appropriate/necessary (as determined by the UW Athletic Department).

IV. Substance Abuse Program General Procedures

Various specimen collection methodologies (e.g., urine, blood, etc.) may be utilized by the respective testing body/laboratory. Furthermore, the policies and procedures regarding, but not limited to, specimen collection validation, specimen chain of custody, specimen identification and confidentiality will be determined by the respective testing body/laboratory.

The Substance Abuse Committee Chairperson and the DSM/Designee will be notified (generally via email) by the testing body/laboratory of all results (positive and/or negative).

The substances that may be tested for include, but are not limited to, the following: Alcohol, Amphetamines, Cocaine, Marijuana, Methamphetamines, Ecstasy, Eve, MDA, PMA, Phentermine, Codeine, Morphine, Oxycodone, Hydrocodone, Hydromorphone, Dihydrocodeine, Anabolic Steroids, Ephedrine and Adulterants.

Testing may be conducted for all student-athletes throughout the entire year including, but not limited to, the beginning of each school year as part of a physical exam, the summer and/or immediately prior to any post-season competition. Testing may occur at any time of day.

Any student-athlete who tests positive may be subject to random weekly tests for as long as he/she is a member of a UW Athletics team. Generally 2-3 student-athletes who have previously tested positive will be selected randomly each time (a test occurs). However, that number (2-3)

may be modified based on various factors (e.g., the number of student-athletes being tested, the number of student-athletes who have previously tested positive, etc.).

The refusal to cooperate in such tests and/or failure to report to report to a test (i.e., a “No Show” – see **Section VI** below) will be considered a positive **Level II violation** including all of the sanctions associated with a positive result. In addition, the student-athlete may be recommended for non-renewal of the athletic scholarship (if applicable). This includes not only those student-athletes actively participating but also those student-athletes who are receiving athletic financial aid that have been medically disqualified or have exhausted their eligibility.

A student-athlete will be permitted to leave the testing area if he/she has a documented (via the Office of Academic Support) academic reason (e.g., class, lab, etc.). Should this occur the student-athlete must immediately return (generally within 10-15 minutes) to the testing area as the soon as the academic commitment is completed. Failure to return or failure to return *within the appropriate timeframe* (as determined by the DSM/Designee) will be considered a positive **Level II violation** including all of the sanctions associated with a positive result. In addition, the student-athlete may be recommended for non-renewal of the athletic scholarship (if applicable). This includes not only those student-athletes actively participating but also those student-athletes who are receiving athletic financial aid that have been medically disqualified or have exhausted their eligibility.

****In the rare instance the student-athlete is unable to provide a usable specimen (e.g., the specimen is too dilute, etc.), the DSM/Designee will determine the appropriate course of action. Generally the student-athlete will be asked to stay in the testing area until a usable specimen is provided. However, should a student-athlete continue to provide an unusable specimen after multiple attempts, the DSM/Designee will determine the next steps (e.g., use another means of specimen collection, have student-athlete test on another date, etc.).**

V. Selection Process

Selection for testing *may* be based on position, time played, year in school, participation on a particular team, participation in post-season play, previous offenses of the UW Athletic Department Student-Athlete Substance Abuse Policy (see **Section IV** above) or “reasonable suspicion.”

All selection for testing is done randomly by the testing body/laboratory conducting the specimen analysis **EXCEPT** when a student-athlete is selected due to “reasonable suspicion” (see below). The general selection process (*not* including selection via “reasonable suspicion”) is as follows:

1. The Deputy Director of Athletics/Designee sends squad lists to the testing body/laboratory at various times throughout the academic year (to ensure the testing body/laboratory has the most up-to-date squad lists).
2. The testing body/laboratory is informed by the Deputy Director of Athletics or the DSM/Designee of the number of student-athletes to be tested over a particular time period. For example, the testing body/laboratory may be informed to select 40 student-athletes (5 of which have previous offenses) for testing during the month of October.
3. The testing body/laboratory randomly selects the student-athletes to be tested and sends the list to the DSM/Designee.

4. The DSM/Designee sets the schedule for weekly testing and then coordinates actual screenings (testing) with the testing body/laboratory utilizing the Notification Process outlined below (see **Section VI** below).

Selection via “Reasonable Suspicion:”

If a student-athlete is suspected of using banned substances (as outlined in the UW Athletic Department Student-Athlete Substance Abuse Policy), he/she may be selected to be tested. This selection is **not** random but based on “reasonable suspicion.” “Reasonable Suspicion” exists where an observed and articulated basis in fact indicates that a student-athlete is using alcohol or other drugs in violation of this policy. The evidence supporting the suspicion must be reasonably reliable and should be clearly documented in writing. The process for selection via “reasonable suspicion” is outlined below:

1. If a member of the UW Athletic Department suspects that a student-athlete is using a banned substance and wants to have that student-athlete tested via the UW Athletic Department Student-Athlete Substance Abuse Policy; he/she must complete the “Reasonable Suspicion to Suspect Prohibited Substance Use Notification Form” (see **Attachment B** below).
2. The Substance Abuse Committee will review the form and render a decision as to whether the student-athlete will be tested. A majority of the committee (a minimum of 3 members) must agree that there is sufficient “reasonable suspicion” before testing can occur.
3. The signed form will be kept on file in the office of the Substance Abuse Committee Chairperson.

VI. Notification Process

UW has a “zero to twenty-four hour” notification policy. The DSM/Designee will notify the Head Coach/Designee for that sport prior to the test which student-athletes have been selected for testing (see **Section V** above) and are to report to the designated testing location (and at what time). The DSM/Designee will then contact (see definition below) the appropriate student-athletes at the appropriate time.

Contact is considered to be made when the DSM/Designee either speaks directly to the student-athlete or receives a written response (via text messaging or email) from the student-athlete. Leaving a message/voicemail, *sending* a text message and/or email does **NOT** in itself constitute contact.

If a student-athlete is late to testing (once notification/contact has occurred), the following actions will occur (in order):

1. The DSM/Designee will attempt to contact the student-athlete (via phone, text, email, etc.) to notify him/her that he/she is late. If contact is not made within a short time period (generally 20-30 minutes), Step 2 (see below) will occur.
2. The DSM/Designee will contact the Head Coach/Designee for the respective sport and update him/her that the student-athlete is late. The Head Coach/Designee will then attempt to contact the student-athlete. In addition, the DSM/Designee will continue to try and establish contact.
3. The student-athlete will be considered a “No Show” if he/she does not report within 2 hours of the original testing time. A “No Show” will be considered a positive **Level II violation** including all of the sanctions associated with a positive result. In addition, the student-athlete may be recommended for non-renewal of the athletic scholarship (if

applicable). This includes not only those student-athletes actively participating but also those student-athletes who are receiving athletic financial aid that have been medically disqualified or have exhausted their eligibility.

VII. Test Results

The written documentation of the testing program are considered to be medical records and as such, shall remain in the confidential possession of the DSM. However, test results (i.e., whether the test is positive or negative), **not** documentation, may be *released to the following:

1. Parents
2. Director of Athletics
3. Other members of the Substance Abuse Committee
4. Head Coach of the student-athlete's sport
5. Select UW personnel as determined by the Substance Abuse Committee and/or the Director of Athletics/Designee
6. Referral agencies providing counseling to the student-athlete
7. Appropriate parties pursuant to a valid subpoena
8. UW personnel involved in any appeal by a student-athlete of sanctions imposed as a result a positive drug test

** Note: Protected information, including the results of drug tests, will **not** be released to individuals specifically indicated as denied by the applicable student-athlete on the Student-Athlete Release Form.*

VIII. Resulting Actions of Substance Abuse Violations

UPDATED (as of 2/28/2022) POLICY BASED ON ADJUSTED THRESHOLDS

Violations of the Student-Athlete Substance Abuse Policy will result in the appropriate actions/repercussions (see **Attachment A** below).

The NCAA Competitive Safeguards and Medical Aspects of Sports (CSMAS) increased the THC testing threshold from to 150 nanograms per milliliter (applicable to drug tests administered in Fall 2021 or later). Per the recommendation of Drug Free Sport, the University of Wyoming will utilize the lowest THC testing threshold of 5 nanograms per milliliter. Any student-athlete whose tests results are between 5-149 nanograms per milliliter (THC) will **NOT** be subject to disciplinary action (i.e., will **NOT** be subject to the Student-Athlete Substance Abuse Policy (**Attachment A**)). However, the student-athlete will receive an educational document regarding THC use including, but not limited to, the potential impact of THC on their general health/sports performance, general resource info including points of contact and reminders regarding the Student-Athlete Substance Abuse Policy (should they test above the minimum threshold in the future). It should be noted that while student-athletes who have test results between 5-149 nanograms per milliliter are not subject to the Student-Athlete Substance Abuse Policy, those test results (5-149 nanograms per milliliter) are still considered “positive” and thus may still be released to appropriate personnel (see **Section VII** above).

IX. NCAA Drug Testing

The NCAA conducts post-season championship and bowl game testing. All student-athletes (in every sport) will be subject to drug testing before, during or after their competitive season. Should a UW student-athlete test positive in any NCAA drug test, they will be declared a positive under the University of Wyoming program. The “student-athlete” will be required to fulfill all of the requirements under the appropriate penalty. **In addition, the “student-athlete” may lose up to an entire year of eligibility and may lose a year of athletic financial aid. Furthermore, as per NCAA regulations, the “student-athlete” will be required to arrange and pay for a NCAA repeat drug test and appeal hearing in order to re-establish their eligibility.**

X. Appeal Rights

A student-athlete may appeal the decisions or actions of the UW Athletic Department (excluding the actual drug testing procedures and laboratory results) based on a positive drug test result in accordance with applicable procedures provided by the UW Athletic Department.

Attachment A

**UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT SUBSTANCE
ABUSE/CODE OF CONDUCT VIOLATION STRUCTURE POLICY**

Level	Infractions	Repercussions- 1st offense	Repercussions- 2nd offense	Repercussions- 3rd offense	Repercussions- 4th offense
1	Conviction, or credible evidence of, the following: MIP, UACA, Positive drug test (marijuana only), Minor in a bar, shoplifting, <u>non-violent</u> misdemeanor offenses, violations of UW/Athletic Department policies and procedures and/or conduct unbecoming of a UW student-athlete as determined by AD/Designee.	15 hours of community service AWARE (<i>substance abuse violations only</i>)	Suspension from 10% of scheduled athletic contests AWARE (<i>substance abuse violations only</i>) 25 hours of community service Mandatory counseling for a <i>minimum</i> of 2 appointments Other repercussions including a <i>minimum</i> 2% reduction in athletic scholarship (if applicable)	Suspension from 15% of scheduled athletic contests AWARE (<i>substance abuse violations only</i>) 50 hours of community service Mandatory counseling for a <i>minimum</i> of 4 appointments Other repercussions including a <i>minimum</i> 4% reduction in athletic scholarship (if applicable)	Dismissed from team and cancelation of athletic scholarship
2	Conviction, or credible evidence of, the following: Possession of illegal substance, Positive drug test* (substances other than marijuana), Disorderly Conduct/Drunk in Public, DUI, DWI and/or other behavior deemed more severe than a Level I violation as determined by AD/Designee.	Suspension from 10% of scheduled athletic contests AWARE (<i>substance abuse violations only</i>) 25 hours of community service Mandatory counseling for a <i>minimum</i> of 2 appointments Other repercussions including a <i>minimum</i> 2% reduction in athletic	Suspension from 15% of scheduled athletic contests AWARE (<i>substance abuse violations only</i>) 50 hours of community service Mandatory counseling for a <i>minimum</i> of 4 appointments Other repercussions including a <i>minimum</i> 4% reduction in athletic	Dismissed from team and cancelation of athletic scholarship	

		scholarship (if applicable)	scholarship (if applicable)		
3	Conviction, or credible evidence of, the following: a felony offense (of any type), Intent to sell/distribute, intentional violations of Athletic Department "no-contact" orders as determined by AD/Designee, or other <u>violent</u> acts that show disrespect to others and property as determined by AD/Designee.	Immediate suspension based upon legal proceedings <i>Minimum</i> suspension from 15% of scheduled athletic contests AWARE (substance abuse violations only) 50 hours of community service Mandatory counseling <i>minimum</i> of 4 appointments Other repercussions including a <i>minimum</i> 4% reduction in athletic scholarship (if applicable)	Dismissed from team and cancelation of athletic scholarship		

* Including, but not limited to, the following: Amphetamines, Cocaine, Methamphetamines, Ecstasy, Eve, MDA, PMA, Phentermine, Codeine, Morphine, Oxycodone, Hydrocodone, Hydromorphone, DehydroCodeine, Anabolic Steroids, Ephedrine and Adulterants.

Notes/Comments:

1. Scheduled contests include scrimmages/exhibitions (e.g., spring games, etc.). Please note that when calculating all numbers will be rounded down (10% of 28 contests = 2.8 contests OR 2 contests).
2. Suspensions from scheduled athletic contests do not have to be taken at the next (scheduled) opportunity. The AD/Designee will work with the appropriate head coach to determine the applicable timeframe.
3. *Generally*, the Coordinator/Director of Student-Athlete Well-Being, the Mental Health Specialist(s) and/or the Primary Care Physician/Medical Director will be utilized for all mandatory counseling sessions. However, if additional counseling is needed outside the scope of these entities or the entities cannot conduct the sessions in the appropriate timeframe (as determined by the AD/Designee), then non-Athletic Department/University services may be utilized. These additional counseling needs (if applicable) will be determined by the AD/Designee.
4. Reductions in athletic scholarships will begin in the subsequent semester (not including winter or summer terms) except if the student-athlete is in his/her last semester in which

case the reduction will occur immediately. Furthermore, all reductions in athletic scholarship are permanent for the duration of the time the student-athlete receives an athletic scholarship at the University of Wyoming (including an Exhausted Eligibility Scholarship).

- Example 1: John Doe is a freshmen student-athlete on a full (100%) athletic scholarship. His 1st term of enrollment at UW was fall 2021. In the fall 2021 he tested positive for marijuana during a UW drug test (Level 1 - 1st offense). He subsequently tested positive for marijuana again during a UW drug test in the spring of 2022 (Level 1 – 2nd offense).
 - When will John’s athletic scholarship be reduced?
 - Beginning in the fall 2022 and for the duration of the time John receives an athletic scholarship at UW (*assuming* there are no additional issues/violations/etc.); John will receive a 98% scholarship.
 - Example 2: Joe Doe is a senior student-athlete on a 50% athletic scholarship. He exhausts his athletic eligibility and graduates from UW in the spring of 2022. In the fall 2021 he tested positive for marijuana during a UW drug test (Level 1 - 1st offense). He subsequently tested positive for marijuana again during a UW drug test in the spring of 2022 (Level 1 – 2nd offense).
 - When will Joe’s athletic scholarship be reduced?
 - Joe’s athletic scholarship will be immediately reduced from 50% to 48% (2%) following the 2nd positive drug test in the spring of 2022.
5. Level 1 violations remain on student-athlete’s record for a period of one year (365 days). If a student-athlete does not receive another violation (Level 1, Level 2 or Level 3) during that 365 day period, the Level 1 violation will be expunged (i.e., the record will be “wiped clean”) from his/her record. This (i.e., having the record “wiped clean”) does not apply for student-athletes who previously received a Level 2 or Level 3 violation.
 6. For penalties in which counseling is mandated, student-athletes may NOT complete more than one counseling appointment per day. For example, a student-athlete with two (2) counseling appointments must complete each of these on separate dates and provide documentation of such to the athletic administrator managing student-athlete conduct.
 7. Generally student-athletes will only go through the AWARE process one (1) time for applicable conduct-related matters (e.g., 1st time MIP, UACA, etc.). Should a student-athlete engage in conduct that warrants additional meetings with AWARE; he/she will instead be required to meet with the Coordinator/Director of Student-Athlete Well-Being, the Mental Health Specialist(s) and/or the Primary Care Physician/Medical Director.
 8. Failure to complete ALL prescribed penalties within the mandated timeframe (as described in the Student-Athlete Code of Conduct Violation Notification Letter) will result in the Athletic Department placing a hold on future athletic scholarship payments (including stipends and/or unpaid tuition and fees) if applicable.
 9. The AD/Designee may modify the policy (including the repercussions/sanctions outlined above) at his/her discretion.

Attachment B

University of Wyoming Athletics Department
Reasonable Suspicion to Suspect Prohibited Substance Use Notification Form

I, _____, having reasonable suspicion to suspect prohibited substance use

(Athletic Department Staff Member)

as defined in the UW Athletic Department Student-Athlete Substance Abuse Policy, report the following objective sign(s), symptom(s) and/or behavior(s) that I believe reasonably warrant _____ be referred for testing.

(Name of Student-Athlete)

The following sign(s), symptom(s) and/or behavior(s) were observed by me over the past _____ hours and/or _____ days. Please include specific, objective behaviors.

Substance Abuse Committee:

By signing below, I am affirming that the reasonable suspicion outlined above **warrants testing.**

Deputy Director of Athletics: _____ Date: _____

Associate AD for Internal Ops/SWA: _____ Date: _____

Director of Sports Medicine: _____ Date: _____

Primary Care Physician/Medical Director: _____ Date: _____

Faculty Athletics Representative (FAR): _____ Date: _____

By signing below, I am affirming that the reasonable suspicion outlined above **does NOT warrant testing.**

Deputy Director of Athletics: _____ Date: _____

Associate AD for Internal Ops/SWA: _____ Date: _____

Director of Sports Medicine: _____ Date: _____

Primary Care Physician/Medical Director: _____ Date: _____

Faculty Athletics Representative (FAR): _____ Date: _____

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT POLICY ON ACADEMIC DISHONESTY

Academic dishonesty, in any form, will not be tolerated. If an instructor formally charges a student-athlete with academic dishonesty, a grade of “F” may be given for the course. Furthermore, the academic dishonesty charge will be noted in his/her respective student record for the remainder of their career at the University. A second formal charge of academic dishonesty will result in a suspension of one calendar from the University. Please note that all administrative procedures including the appeal process are outlined in University Regulation 2-114

Academic dishonesty not only violates University Regulations but is also a violation of the Student-Athlete Code of Conduct. Therefore, in addition to the penalties assessed via University Regulation 2-114, the Department of Athletics may assess additional penalties. These penalties may be assessed *based upon a conviction of or credible evidence* of academic dishonesty. In other words, **the Department of Athletics may assess penalties regardless of whether the instructor files formal or informal charges.** Penalties assessed by the Department of Athletics include, but are not limited to, the following:

- Warning/Educational Session
- Community Service
- Suspension from outside competition and/or other athletically-related activities (i.e., practice, team meetings, lifting/conditioning, etc.)
- Reduction/cancellation of athletic financial aid (if applicable)
- Termination of team membership

DEFINITION OF ACADEMIC DISHONESTY:

A. Academic Dishonesty

An action attempted or performed that misrepresents one’s involvement in an academic endeavor in any way, or assists another student in misrepresenting his or her involvement in an academic endeavor. Examples of academic dishonesty include, but are not limited to:

- i. Plagiarism: presenting the work (i.e., ideas, data, creations) of another, wholly or in part, as one’s own work without customary and proper acknowledgement of sources and extent of use, unless authorized by the instructor.
- ii. Cheating: using information, study aids, notes, materials, devices, or collaboration not explicitly approved by the instructor. For example: doing a class assignment for someone else or allowing someone to copy one’s assignment; copying from, or assisting, another student during an examination; or stealing, or otherwise improperly obtaining, copies of

an examination before or after its administration.

iii. Fraud: altering or inventing data, research, or citations for an academic endeavor; fabricating, forging or otherwise misrepresenting to an instructor or an institution one's past or current academic or professional activities; impersonating someone or allowing oneself to be impersonated for an examination or other academic endeavor; using a ghost writer, commercial or otherwise, for any type of assignment.

iv. Violation of Standards: violations against ethical and professional standards required by individual University programs, academic courses, and clinical programs that may result in qualification for entry into a profession that maintains standards of conduct.

v. Multiple Submissions: submitting, wholly or in part, the same academic endeavor to earn credit in two or more courses without explicit approval by all concerned instructors.

vi. Interference or Obstruction: interfering with academic efforts of other students to gain unfair advantage for personal academic advancement. Interference may include but is not limited to, sabotage, harassment, tampering, bribery, or intimidation of another student.

vii. Complicity: assisting another person in any act of academic dishonesty as defined above.

B. Academic Endeavor

Any student activity undertaken to earn University credit or meet some other University program requirement. Examples of academic endeavors include, but are not limited to:

- i. Course assignments (written and/or oral, projects, research, exhibitions of work)
- ii. Exams (written and/or oral, quizzes)
- iii. Clinical assignments (internships, rotations, practical)
- iv. Presentations (on and off campus)
- v. Publications
- vi. Independent study coursework
- vii. Plan B papers or projects, theses, dissertations
- viii. Student media associated with academic credit

**UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT
POLICY ON ETHICAL CONDUCT & SPORTSMANSHIP FOR
STUDENT-ATHLETES AND THE SPIRIT SQUAD**

Statement of Purpose. It is the policy of the University of Wyoming and all University representatives to maintain the highest degree of credibility and decorum possible. All persons involved with intercollegiate athletics are expected to conduct themselves in a manner so as not to embarrass the institution by their action. Behavior by institutional representatives that does not meet this standard and which has the potential of harming the reputation of the institution or any of its units is prohibited.

Good sportsmanship must be an integral part of every sport sponsored by the University of Wyoming. The ethical environment of the university must assert and reflect primacy of human dignity, must encourage growth and achievement and must insist on respect in all interpersonal relations. Fighting, taunting, trash-talking, profane/vulgar language, inappropriate "celebrations" or a disrespectful attitude toward our opponents or officials will not be tolerated.

Disciplinary Action. The Director of Athletics and the Head Coach or Supervisor of the activity will review each action of inappropriate and unethical behavior. At the sole discretion of the Director of Athletics and depending upon the severity of the incident, the following system of progressive discipline may be utilized to deal with the situation:

Oral Warning - The Director of Athletics, in consultation with the Head Coach or Supervisor of the activity shall review the incident and counsel the individual concerning his or her actions and future behavior. A private written reprimand will be issued.

Written Warning - Recurrence of behavior previously identified or in situations where conduct is of a highly offensive nature, the individual will after investigation be publicly reprimanded. Appropriate written documentation will be placed in the individual's file. Other disciplinary action may be taken as deemed fit by the Director of Athletics.

Suspension/Termination - In cases where conduct is of an inflammatory or violent nature or in cases of conduct previously documented and for which the individual has been warned or counseled, the individual will be subject to disciplinary action up to and including suspension or termination.

Distribution of Information. Each year at a designated meeting, all involved students will be required to sign this form stating their understanding of the University's policy concerning sportsmanship and ethical behavior.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT POLICY ON SPORTS GAMBLING

1. Sports Gambling Agreement

- I will not provide information to individuals involved in organized gambling activities concerning intercollegiate competition;
- I will not solicit a bet on any intercollegiate athletic team;
- I will not accept a bet on any team representing the university;
- I will not solicit or accept a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has a tangible value and;
- I will not participate in any gambling activity that involves intercollegiate athletics or professional athletics, through a bookmaker, a parlay card or any other method employed by the gaming industry.

2. Sports Gambling Sanctions (NCAA)

NCAA Bylaw 10.3.2 The following sanctions for violations of Bylaw 10.3 shall apply:

- Student-athletes who engage in activities to influence the outcomes of their own games or knowingly provide information to individuals involved in sports betting activities will potentially face permanent loss of collegiate eligibility in all sports. This would also apply to student-athletes who wager on their own games or on other sports at their own schools.
- If a student-athlete wagers on their own sport at another school, education on sports wagering rules and prevention will be required as a condition of reinstatement, and the loss of 50% of one season of eligibility will be considered.
- For all other wagering-related violations (e.g., wagering on professional sports), cumulative dollar value of the wagers will be taken into consideration with the following terms for reinstatement:
 - \$200 or less: sports wagering rules and prevention education.
 - \$201-\$500: loss of 10% of a season of eligibility, plus rules and prevention education.
 - \$501-\$800: loss of 20% of a season of eligibility, plus rules and prevention education.
 - Greater than \$800: loss of 30% of a season of eligibility, plus rules and prevention education.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE STATEMENT

AMATEURISM:

- I **MAY** utilize my Name/Image/Likeness for a commercial profit or purpose. All NIL activities must be registered with the Compliance office through Opendorse/ARMS to be kept on file. *Please see NIL Policy.*
- I **WILL NOT** enter into a verbal or written agreement with an agent *for athletics purposes* before conclusion of my eligibility.
- My family members **WILL NOT** enter into a verbal or written agreement with an agent *for athletic purposes* on my behalf before the conclusion of my eligibility.
- I **WILL NOT** accept gifts, benefits, or services from an agent before the conclusion of my eligibility (student-athletes with questions relating to agents should contact the Compliance Office).

AWARDS, BENEFITS AND EXPENSES:

- I **WILL NOT** accept any benefits, gifts, or services/discounts that are not available to the general student-body. Examples of benefits would be free meals at local restaurants following practice or competition, free entry into a local establishment (cover charge), or receiving free/reduced cost items from an institutional coach or staff member.
- I certify that my use/ownership of my personal vehicle does not violate NCAA rules (extra benefit legislation). Further, I certify that an institutional staff member or booster was not involved in the purchase of, or any vehicle related payments. If I currently own or lease a vehicle that is financially supported by someone other than myself or my parents/legal guardians, I will contact the Compliance Office. If I find myself purchasing a new or used vehicle and receiving financial assistance from someone other than a parent or legal guardian, I will contact the Compliance Office immediately.

DISCRIMINATION:

- I **WILL NOT** partake in any form of discrimination (see definition below).

DEFINITION OF DISCRIMINATION:

Civil Rights Discrimination – Adverse treatment and harassment on the basis of race, sex, gender, color, religion, national origin, disability, age, veteran status, sexual orientation, political belief or other status protected by state and federal statutes or University Regulations.

Program Discrimination – Civil rights discrimination that serves to exclude from or deny to its clientele equal access to the University's programs, activities or benefits.

Sexual harassment - Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature.

Retaliation –Adverse action or threat made in reprisal against any individual who participates as an actual or potential party, witness or representative relating to a report of discrimination or harassment as authorized by this policy.

Any student-athlete who believes they have been subjected to any form of discrimination should report the occurrence immediately to their Sport Supervisor or the University of Wyoming Office of Equal Opportunity Report and Response (766-3459).

<http://www.uwyo.edu/reportit/corr/>

HAZING:

- I **WILL NOT** partake in the hazing of any individual (see definition below).

DEFINITION OF HAZING:

“Hazing” is any intentional act or situation that (a) causes embarrassment, harassment, or ridicule and/or (b) risks emotional, mental, or physical harm, and is committed for the purposes of membership into, affiliation with, or continuation of membership with a group or team, regardless of the person(s)’s willingness to participate. Apathy or deference in the presence of hazing is not neutral; both are also violations.

Any student-athlete who believes they have been subjected to any form of hazing should report the occurrence immediately to their Sport Supervisor or the University of Wyoming Dean of Students Office (766-3296). <http://www.uwyo.edu/dos/conduct/index.html>

UNIVERSITY PROPERTY:

- I **WILL NOT** access/utilize any inappropriate computer sites while utilizing University-owned computers located in the Athletic Department (i.e., Office of Academic Support, etc.). This includes accessing inappropriate social media content on various platforms.
- I **WILL** respect and not cause intentional or willful damage to Athletic Department or University property.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE EMPLOYMENT POLICIES AND PROCEDURES

All on and off-campus employment earnings shall be exempt from institutional and individual limits. Student-athletes who work will still be required to be paid at a rate commensurate with the going rate for similar services. Furthermore, institutions shall continue to monitor all student-athlete employment activities.

Bylaw 12.4.1—Employment

If at any time a student-athlete wishes to be employed, he/she must contact the Compliance Office and request/complete the Student-Athlete Employment Form via ARMS. Student-athletes must complete this form prior to engaging in work activities.

Compensation may be paid to a student-athlete(s):

- (a) Only for work actually performed; and
- (b) At a rate commensurate with the going rate in that locality for similar services.

12.4.1.1 Athletics Reputation. Such compensation may not include any remuneration for value or utility that the student-athlete may have for the employer because of the publicity, reputation, fame or personal following that he or she has obtained because of athletics ability. *Appropriate NIL information should be filed with the Compliance Office is an opportunity includes an appearance, etc.*

The Compliance Office reserves the right to verify employment of any student-athletes. In addition, the Compliance Office is not precluded from contacting employers or requesting pay stubs/work records.

Student-athletes are required to complete the “Student-Athlete Employment Form” on ARMS *prior to* engaging in any work-related activities. The student-athlete completes the form with the applicable employment information (contact, payment method, responsibilities, etc.) for the Compliance Office to keep on file.

MOUNTAIN WEST CONFERENCE **SPORTSMANSHIP INITIATIVE**

Ethics and Sportsmanship Statement

All aspects of intercollegiate athletics contests shall be conducted in a sporting manner. It is the responsibility of each member institution in the Mountain West Conference to ensure that all individuals associated with its athletics program conduct themselves in an appropriate fashion.

All members of the Conference shall exhibit ethical behavior at all NCAA and Conference competition. Conference members shall conduct themselves in accordance with the rules of the NCAA and Conference and the playing rules of the respective sports.

Each member institution shall create a healthy environment for competition. Administrators, coaches, student-athletes and spectators, as well as others involved in intercollegiate athletics in the Conference, share this responsibility.

Code of Conduct Statement for Student-Athletes

The Mountain West Conference Student-Athlete Advisory Committee (SAAC) believes the most important aspects of sport are good ethics and positive sportsmanship. It is very pleased the Conference has undertaken an initiative to enhance this philosophy. We need your commitment to make this effort a success.

The SAAC believes that, in order for an institution to convey a message of good ethics and positive sportsmanship, it must have the involvement and the participation of those individuals most involved in athletics on campus. While this includes, but is not limited to, the President, athletic administrators, coaches and fans, the most important individuals are we the student-athletes. It is our behavior, more than any other that can shape the perception of our teams and institutions by the public, the media and our opponents.

Good ethics and positive sportsmanship are philosophies that must be displayed both on and off the playing field. Good sportsmanship on the field enhances the student-athlete image off the field. Not only should student-athletes be good citizens, they should show a general concern for others. We must take a leadership role to compete at the highest levels, always endeavoring for victory, but doing so with grace, class, dignity and respect.

Please join us in supporting the Conference's Sportsmanship Initiative. Such an initiative will help make the Mountain West Conference one of the premier athletic conferences in the country. Best of luck with the coming season and we look forward to crossing paths with you in and on the courses, fields, courts, pools and tracks.

Academic Year 2023-24



Summary of NCAA Regulations – NCAA Division I

For: Student-athletes.

Purpose: To summarize NCAA regulations regarding eligibility of student-athletes to compete.

DISCLAIMER: THE SUMMARY OF NCAA REGULATIONS DOES NOT INCLUDE ALL NCAA DIVISION I BYLAWS. CONTACT YOUR INSTITUTION'S COMPLIANCE OFFICE OR THE NCAA IF YOU HAVE QUESTIONS.

TO: STUDENT-ATHLETE.

This summary of NCAA regulations contains information about your eligibility to compete in intercollegiate athletics.

This summary has two parts:

1. Part I is for **all** student-athletes.
2. Part II is for **new** student-athletes only (those signing the Student-Athlete Statement for the first time).

If you have questions, ask your director of athletics (or his or her designee) or refer to the 2023-24 NCAA Division I Manual. The references in brackets after each summarized regulation show you where to find the regulation in the Division I Manual.

PART I: FOR ALL STUDENT-ATHLETES.

This part of the summary discusses ethical conduct, amateurism, financial aid, academic standards and other regulations concerning your eligibility for intercollegiate competition.

1. Ethical Conduct – All Sports.

- a. You must act with honesty and sportsmanship at all times so that you represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports. [NCAA Bylaw 10.01.1]
- b. You have engaged in unethical conduct if you refuse to furnish or fail to provide accurate or complete information relevant to an investigation of a possible violation of an NCAA regulation when requested to do so by the NCAA or your institution. [Bylaw 10.1]
- c. You are **not eligible** to compete if you knowingly provide information to individuals involved in organized sports wagering activities concerning intercollegiate athletics competition; solicit a bet on any intercollegiate team; accept a

bet on any team representing the institution or solicit or accept a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has tangible value. [Bylaw 10.3]

d. You are **not eligible** to compete if you knowingly participate in any sports wagering activity that involves intercollegiate, amateur or professional athletics, through a bookmaker, a parlay card or any other method employed by organized gambling. Examples of sports wagering include, but are not limited to, the use of a bookmaker or parlay card; Internet sports wagering; auctions in which bids are placed on teams, individuals or contests; and pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize. [Bylaws 10.02.1 and 10.3]

2. Amateurism – All Sports.

* For individuals in states with NIL laws or executive actions with the force of law in effect, NCAA rules remain in effect, including prohibitions on pay-for-play and improper recruiting inducements, but NIL activities protected by state law will not impact eligibility. For individuals where there is no state law or executive actions, NIL activity will not impact eligibility, but other rules, including prohibitions on pay-for-play and improper recruiting inducements remain in effect.

a. You are **not eligible** for participation in a sport if you have ever:

(1) Taken pay, or the promise of pay, for competing in that sport. [Bylaws 12.1.2 and 12.1.2.1]

☐ **Exception:** Prior to collegiate enrollment, in sports other than men's ice hockey and skiing, you agreed to compete on a professional team, provided the agreement did not allow for more than actual and necessary expenses and you did not receive more than actual and necessary expenses. [Bylaws 12.1.2 and 12.2.5.1]

(2) Agreed (orally or in writing) to compete in professional athletics in that sport.

☐ **Exception:** Prior to collegiate enrollment, in sports other than men's ice hockey and skiing, you agreed to compete on a professional team, provided the agreement did not allow for more than actual and necessary expenses and you did not receive more than actual and necessary expenses. [Bylaws 12.1.2 and 12.2.5.1]

(3) Played on any professional athletics team as defined by the NCAA in that sport.

☐ **Exception:** Prior to enrollment, in sports other than men's ice hockey and skiing, you competed on a professional team, provided you did not receive more than actual and necessary expenses. [Bylaws 12.1.2 and 12.2.3.2.1]

(4) Used your athletics skill for pay in any form in that sport. [Bylaws 12.1.2 and 12.1.2.4]

☐ Exceptions:

i. Prior to collegiate enrollment, in sports other than tennis, you accepted prize money based on place finish or performance in an athletics event from the sponsor of the event and the amount of prize money did not exceed \$300 above your actual and necessary expenses; or [Bylaws 12.02.5, 12.1.2 and 12.1.2.4.1]

ii. Prior to collegiate enrollment, in tennis, you accepted up to \$10,000 per calendar year in prize money based on place finish or performance in an athletics event from the sponsor of the event; [Bylaws 12.02.6, 12.1.2 and 12.1.2.4.2.1]

iii. After collegiate enrollment, you accepted prize money based on place finish or performance in an athletics event from the sponsor of the event and the amount of prize money did not exceed \$300 above your actual and necessary expenses. [Bylaws 12.02.6, 12.1.2 and 12.1.2.4.1]

b. You are **not eligible** in a sport if you, or your relatives or friends, ever have accepted money, transportation, lodging, entertainment or other benefits from an agent or agreed to have an agent market your athletics ability or reputation in that sport. [Bylaw 12.3.1 and 12.3.1.2]

☐ Exceptions: In baseball, prior to collegiate enrollment you were drafted by a professional baseball team and paid the going rate to be represented by an agent or attorney during contract negotiations. [12.3.1, 12.3.1.1 and 12.3.1.2]

c. You are **not eligible** in any sport if, after you become a student-athlete, you accept any pay for promoting a commercial product or service or allow your name or picture to be used for promoting a commercial product or service. [Bylaws 12.5.2.1 and 12.5.2.2]

d. You are **not eligible** in any sport if, because of your athletics ability, you were paid for work you did not perform, were paid at a rate higher than the going rate or were paid for the value an employer placed on your reputation, fame or personal following. [Bylaw 12.4]

3. Financial Aid – All Sports.

a. You are **not eligible** if you receive financial aid other than the financial aid that your institution distributes. However, it is permissible to receive:

(1) Money from anyone on whom you are naturally or legally dependent;

(2) Financial aid that has been awarded to you on a basis other than athletics ability; or

3) Financial aid from an entity outside your institution that meets the requirements specified in the Division I Manual. [Bylaw 15.01]

b. You must report to your institution any financial aid that you receive from a source other than your institution. However, you do not need to report financial aid received from anyone on whom you are naturally or legally dependent.

4. Academic Standards – All Sports.

a. Eligibility for Competition.

(1) To be **eligible to compete**, you must:

(a) Have been admitted as a regularly enrolled, degree-seeking student according to the published entrance requirements of your institution;

(b) Be in good academic standing according to the standards of your institution; and

(c) Be enrolled in at least a minimum full-time baccalaureate degree program (not less than 12-semester or quarter hours) and maintain satisfactory progress toward that degree, be enrolled in a full-time graduate or professional degree program (as defined by the institution) or be enrolled and seeking a second baccalaureate degree at your institution. [Bylaws 14.01.2 and 14.2.2]

(2) If you are enrolled in less than a full-time program, you are **eligible to compete** only if you are enrolled in the last term of your degree program and are carrying credits necessary to finish your degree. [Bylaw 14.2.2.1.3]

You are **eligible to compete** during the official vacation period immediately preceding initial enrollment, provided you have been accepted by your institution for enrollment in a regular, full-time program of studies at the time of your initial participation, you are no longer enrolled in your previous educational institution and you are eligible under all institutional and NCAA requirements. [Bylaw 14.2.2.1.1]

(3) You are **eligible to compete** between terms if you are continuing enrollment, provided you have been registered for the required minimum full-time load at the conclusion of the term immediately preceding the date of competition, or if you are either continuing enrollment or beginning enrollment, provided you have been accepted for enrollment as a regular full-time student for the regular term immediately following the date of competition. [Bylaw 14.2.2.1.2]

b. Practice.

(1) You must be enrolled in a minimum full-time program of studies leading to a baccalaureate or equivalent degree as defined by the regulations of the certifying institution to practice. [Bylaw 14.2.1]

(2) You may practice during the official vacation period immediately preceding initial enrollment, provided you have been accepted by your institution for enrollment in a regular, full-time program of studies at the time of your initial participation, you no longer are enrolled in your previous educational institution and you are eligible under all institutional and NCAA requirements. [Bylaw 14.2.1.1]

(3) You may practice if you are enrolled in the final semester or quarter of a baccalaureate program while enrolled in less than a minimum full-time program of studies and your institution certifies that you are carrying (for credit) the courses necessary to complete the degree requirements, as determined by the faculty of the institution. [Bylaw 14.2.1.3]

c. Continuing Eligibility – All Sports.

☐ Your eligibility for competition shall be based on:

(a) Having successfully completed 24 semester or 36 quarter hours of academic credit prior to the start of the institution's third semester or fourth quarter following the student-athlete's initial full-time enrollment (hours earned during the summer may be used to fulfill this requirement);

(b) Having successfully completed 18 semester or 27 quarter hours of academic credit since the beginning of the previous fall term or since the beginning of the certifying institution's preceding regular two semesters or three quarters (hours earned during the summer may not be used to fulfill this requirement); and

(c) Six semester or quarter hours of academic credit the preceding regular academic term (e.g., fall semester, winter quarter) in which the student-athlete has been enrolled at any collegiate institution. [Bylaw 14.4.3]

(d) If you are entering your second year of collegiate enrollment, you must present a cumulative grade-point average that equals at least 90 percent of the institution's overall cumulative grade-point average required for graduation (based on a 4.000 scale). [Bylaw 14.4.3.3]

(e) If you are entering your third year of collegiate enrollment, you must have completed successfully at least 40 percent of the course requirements in your specific degree program and you must present a cumulative minimum grade-point average (based on a 4.000 scale) that equals at least 95 percent of the institution's overall cumulative grade-point average required for graduation. For this purpose, a student-athlete's grade-point average will be certified on a term-by-term basis. [Bylaws 14.4.3.3.2 and 14.4.3.2]

(f) If you are entering your fourth year of collegiate enrollment, you must have completed successfully at least 60 percent of the course requirements in your specific degree program and you must present a cumulative grade-point average (based on a 4.000 scale) that equals at least 100 percent of the institution's overall cumulative grade-point average required for graduation. For this purpose, a student-athlete's grade-point average will be certified on a term-by-term basis. [Bylaws 14.4.3.3.2 and 14.4.3.2]

(g) If you are entering your fifth year of collegiate enrollment, you must have completed successfully at least 80 percent of the course requirements in your specific degree program and you must present a cumulative grade-point average (based on a 4.000 scale) that equals at least 100 percent of the institution's overall cumulative grade-point average required for graduation. For this purpose, a student-athlete's grade-point average will be certified on a term-by-term basis. [Bylaws 14.4.3.3.2 and 14.4.3.2]

d. Freshmen.

(1) You are referred to as a **qualifier** and are eligible to practice and compete in your sport and to receive financial aid (institutional and athletically related) during your first academic year, under Bylaw 14.02.10.1, if you:

(a) Graduate from high school;

(b) Attain a minimum high school grade-point average as specified in Bylaw 14.3.1.1.2 (based on a 4.000 scale) in a successfully completed core curriculum of at least 16 core courses; and Bylaw 14.3.1.1.

(c) Achieve a corresponding sum ACT or SAT score as specified in Bylaw 14.3.1.1.2.

(d) Complete 10 of the required 16 core courses before the start of your seventh semester of high school.

(2) You are referred to as an **academic redshirt** if you did not meet the criteria to be a qualifier but completed the required core courses with a high school grade-point average and corresponding sum ACT or SAT score as specified in Bylaw 14.3.1.2.1, or you did not complete at least 10 of the required 16 core courses before the start of your seventh semester of high school. As an academic redshirt:

(a) You may receive institutional athletically related financial aid but may not compete during the first academic year in residence.

(b) You may practice only on campus or at the institution's regular practice facility during the first regular academic term in residence. You must successfully complete nine semester or eight quarter hours of academic credit in each applicable regular academic term in order to be eligible for practice in the immediately subsequent term of the first academic year. [Bylaws 14.02.10.2 and 14.3.1.2]

(3) You are referred to as a **nonqualifier** if you fail to meet the criteria above. In addition to being ineligible for practice and competition during the first academic year in residence, a nonqualifier is not permitted to receive any institutional financial aid, except as stated below. As a nonqualifier:

(a) You are eligible to receive nonathletics institutional financial aid based on need only, consistent with institutional and conference regulations; and

(b) You will have three seasons of eligibility after your first academic year in residence. You may earn a fourth season of competition provided you complete 80 percent of your baccalaureate degree before beginning your fifth academic year of enrollment and you are within five years of your initial, full-time collegiate enrollment. [Bylaws 14.02.10.3, 14.3.2.1.1 and 14.3.3]

5. Other Regulations Concerning Eligibility – All Sports.

- a. You are **not eligible** to participate in more than four seasons of intercollegiate competition in any one sport. [Bylaw 12.8]
- b. You are **not eligible** if five calendar years have passed from the date you first registered as a full-time student at a collegiate institution and attended your first day of classes for that term, except for time spent in the armed services, on official religious missions or with recognized international aid services of the U.S. government and extensions that have been approved in accordance with NCAA legislation. [Bylaw 12.8.1]
- c. You are **eligible** at an institution other than the institution from which you have received or satisfied the requirements for a baccalaureate degree or an equivalent degree, if you meet the conditions of the one-time transfer exception [Bylaw 14.5.5.2.10] and you have eligibility remaining as set forth in Bylaw 12.8.1. [Bylaw 14.6.1]
- d. You are **eligible** for championships, certified bowl games or the National Invitation Tournament that occur within 60 days of the date you complete the requirements for your degree. [Bylaw 14.6.3]

6. Outside Competition - Sports Other Than Basketball.

☐ You are **not eligible** in your sport for the remainder of the year and the next academic year if, during the academic year, you competed as a member of any outside team in any noncollegiate, amateur competition. You may compete outside of your declared playing and practice season as a member of an outside team in any noncollegiate, amateur competition during any official vacation period published in your institution's catalog. Competing in the Olympic Games tryouts and competition and other specified national and international competition is permitted. [Bylaw 17.31.1]

(1) Exception – Wrestling. You may not participate in outside competition between the beginning of your academic year and November 1. Additionally, a first year wrestling student-athlete may not compete in outside competition in his/her first semester.

(2) Exception: In men's and women's soccer, women's volleyball, field hockey and men's water polo, you may compete on outside amateur teams during the spring outside of the institution's playing and practice seasons, provided such participation occurs no earlier than May 1 and the remaining provisions of Bylaw 17.31.1.3 are met.

7. Outside Competition - Basketball.

- a. You are **not eligible** if, after you become a student-athlete, you participate in any organized basketball competition except while representing the institution in intercollegiate competition. Competing in the Olympic Games tryouts and competition and other specified national and international competition is permitted. [Bylaws 17.31.2]
- b. It is permissible to participate as a member of a basketball team in an NCAA-sanctioned summer basketball league or event during the period between June 15 and August 31 or the institution's opening day of classes, whichever comes earlier, provided the student-athlete has written permission from the institution's athletics director. [Bylaw 17.31.4]

8. Transfer Students Only.

- a. You are a transfer student if:
 - (1) The registrar or admissions officer from your former institution certified that you officially were registered and enrolled at that institution in any term in a minimum full-time program of studies and you were present on the opening day of classes; or
 - (2) The director of athletics from your former institution certified that you reported for the regular squad practice that any staff member of the athletics department of your former institution announced before the beginning of any term. [Bylaw 14.5.2]
- b. If you are a transfer student from a four-year institution, you are **not eligible** during your first academic year in residence unless you meet the provisions of one of the exceptions specified in Bylaw 14.5.5.2 or one of the waivers specified in Bylaw 14.7.2.
- c. If you are a transfer student from a two-year institution, you are **not eligible** during your first academic year in residence at your new institution unless you meet the academic and residence requirements specified in Bylaw 14.5.4 or the exceptions specified in Bylaw 14.5.4.6.
- d. If you transferred from a four-year college to a two-year college and then to your new institution, you are **not eligible** during your first academic year in residence at your new institution unless you meet the requirements specified in Bylaw 14.5.6.

PART II: FOR NEW STUDENT-ATHLETES ONLY.

This part of the summary contains information about your recruitment, which is governed by Bylaw 13 of the Division I Manual.

☐ Recruitment.

a. Offers – All Sports.

(1) You are **not eligible** if, before you enrolled at your institution, any staff member of your institution or any other representative of your institution's athletics interests provided or offered to you, your relatives or your friends any financial aid or other benefits not permitted under NCAA legislation. [Bylaw 13.2.1]

(2) It was permissible for your institution to arrange educational loans, provided the loan were not made prior to the completion of your senior year in high school. The loans must have been from a regular lending agency and based on a regular repayment schedule. [Bylaw 13.2.4]

(3) It was permissible for your institution to arrange summer employment or employ you provided the employment did not begin prior to the completion of your senior year in high school. [Bylaw 13.2.3.3]

b. Contacts - All Sports.

(1) For purposes of this section, contact means "any face-to-face encounter" between a prospect or the prospect's parent or legal guardian and an institutional staff member or athletics representative during which any dialogue occurs in excess of an exchange of a greeting. Any such face-to-face encounter that is prearranged or that takes place on the grounds of the prospect's educational institution or at the site of organized competition or practice involving the prospect or the prospect's high school, preparatory school, two-year college or all-star team shall be considered a contact, regardless of the conversation that occurs. [Bylaw 13.02.4]

(2) Staff members at your institution should not have:

(a) Contacted you, your relatives or your legal guardians in person, off your institution's campus before July 1, July 7 (women's ice hockey) or July 15 (women's gymnastics) following completion of your junior year in high school; before the opening day of your junior year in high school (men's basketball); before September 1 at the beginning of your junior year in high school (women's basketball); or before June 15 at the completion of your sophomore year in high school (men's ice hockey). [Bylaw 13.1.1.1]

(b) Contacted you prior to any athletics competition in which were participating during the day or days of competition. [Bylaw 13.1.6.2]

(3) Contacted you, your relatives or your legal guardians in person, on or off your institution's campus while you were enrolled in your first year of a two-year college if you were a nonqualifier. [Bylaw 13.1.1.2]

(4) Contacted you, your relatives or your legal guardian in person, on or off your institution's campus, unless they were authorized institutional staff members. [Bylaw 13.1.2.1]

c. Publicity.

(1) Your institution was not allowed to publicize a visit that you made to its campus before you signed a National Letter of Intent or its written offer of admission and/or financial aid or before the institution received your financial deposit in response to its offer of admission. [Bylaw 13.10.2.4]

(2) You were not allowed to appear on a radio or television program that involved a coach or another member of the staff of the athletics department at your institution prior to your enrollment at the institution. [Bylaw 13.10.2.2]

d. Letter-of-Intent Signing.

☐ A staff member of your institution was not allowed to be present while you were signing, at an off-campus site, a National Letter of Intent or an acceptance of a financial aid offer from your institution or your conference. [Bylaw 13.1.5.8]

e. Sports Camps.

☐ You are **not eligible** if you were a winner of any athletics participation award in high school (includes ninth grade level), preparatory school or junior college and, before you enrolled at your institution, the institution, members of its staff or a representative of its athletics interests employed or gave you free or reduced admission to its sports camp or clinic. [Bylaw 13.12.1.7]

f. Visits, Transportation and Entertainment.

(1) You are **not eligible** under Bylaws 13.5, 13.6 or 13.7 if, before you enrolled at your institution, any of the following occurred:

- (a) You accepted expense-paid visits to more than five NCAA institutions or more than one expense-paid visit to one-member institution;
- (b) Your one expense-paid visit to the campus lasted longer than 48 hours;
- (c) Your institution paid more than the actual round-trip cost by direct route between your home and the campus when you made your one expense-paid visit;
- (d) Your institution paid for you to visit during your first year in a junior college, and you were not a qualifier; or
- (e) Your institution entertained you, your parents (or legal guardians) or your spouse outside a 30-mile radius of the campus during your expense-paid visit.

(2) You may not have received an expense-paid visit prior to September 1 of his/her junior year in high school. [Bylaw 13.6.2.1.1]

- **Exception:** In men's basketball, you may not have received an expense paid visit earlier than January 1 of your junior year of high school.
- **Exception:** In women's basketball you may not have received an expense paid visit earlier than the Thursday following the NCAA D 1 Women's Basketball Championship game of your junior year in high school. [13.6.2.1.4]
- **Exception:** In football, you may not have received an expense paid visit earlier than April of your junior through the Sunday before the last Wednesday in June. Thereafter, you may have received an expense-paid visit beginnings with the opening day of classes of classes of your senior year in high school. [13.6.2.1.5]

(3) Prior to your expense-paid official visit, you must have:

- (a) Presented the institution with a high school (or college) academic transcript.
- (b) Registered with the NCAA Eligibility Center. [Bylaw 13.6.3]

(4) You are **not eligible** if, at any time that you were visiting your institution's campus at your own expense, your institution paid for anything more than the following:

(a) In sports other than football, three complimentary admissions for you and those individuals who came with you to an athletics event on campus in which your institution's team practiced or competed. [Bylaw 13.7.2.1]

(b) Transportation, when accompanied by a staff member, to see off-campus practice and competition sites in the prospect's sport and other institutional facilities located within a 30-mile radius of the campus. [Bylaw 13.5.1]

g. Precollege or Postgraduate Expense.

☐ You are **not eligible** if your institution or any representative of its athletics interests offered you money, directly or indirectly, to pay for any part of your educational expenses or other expenses during any period of time before you enrolled at your institution. This applies to your postgraduate education, as well. [Bylaw 13.15.1]

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE ELIGIBILITY

**See also Summary of NCAA Regulations – Division I*

1. Student-athletes* must successfully complete a minimum of 6 hours during each semester of full-time enrollment and 18 semester hours during each academic year (excluding summer). *Student-athletes in the sport of football must successfully complete 9 hours during each fall term of full-time enrollment.
2. Student-athletes must complete a certain percentage of degree and GPA requirements *prior to* each year in order to maintain eligibility (see below)

<u>Year of College Enrollment</u>	<u>Percent Completed</u>	<u>Minimum CUM GPA</u>
Second	24 Hours	1.8
Third	40%	1.9
Fourth	60%	2.0
Fifth	80%	2.0

**Wrestling student-athletes must maintain a 2.0 cumulative GPA in order to remain eligible in any year of athletics competition. Effective August 1, 2022.*

3. Beginning a student-athlete's second year of enrollment, he/she will be certified mid-year for both minimum hour requirements (6) (9 –football) and minimum GPA requirements.
4. Student-athletes must be enrolled in a minimum of 12 hours each semester (except if enrolled in graduate school or in the final semester of the baccalaureate degree program and the institution certifies the student-athlete is carrying [for credit] the courses necessary to complete the degree requirements)
5. A student-athlete enrolled at the University of Wyoming shall be placed on scholastic probation at the end of a semester or summer session when his or her cumulative GPA falls below a 2.0.
6. A student-athlete must choose a major prior to his or her **fifth (5th)** semester of enrollment. This applies to the eligibility not only of a continuing student, but also of a transfer student from a four or two-year collegiate institution who is entering his or her third year of enrollment, even if the student has not yet completed a year in residence or utilized a season of eligibility at the certifying institution. Designation of a specific baccalaureate degree program may be accomplished by:
 - (a) Formal enrollment by the student-athlete in a specific baccalaureate degree program; or
 - (b) Approval by an appropriate academic official (who must not be an academic

adviser/counselor employed by the athletics department) of the program leading to the specific baccalaureate degree that the student-athlete is pursuing.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE ATHLETIC RESPONSIBILITY

Student-Athlete Host Instructions for Official Visits

1. You are responsible to behave in an appropriate manner and to utilize good judgment. As a representative of the University of Wyoming Athletics Department, your actions should reflect positively upon yourself, your team, the athletic department and the University.
2. Alcohol and drugs have no place in the recruiting process. Furthermore, the majority of recruits are under the legal drinking age. You are responsible to ensure that the recruit is not provided with alcohol at any time during the visit.
3. You are responsible for keeping your recruit on time for all appointments. Please be aware of the recruit's schedule, especially when it comes to on campus meetings, etc. You must attend all functions with the recruit unless excused by a member of the coaching staff.
4. Student-athlete hosts are permitted to eat meals with the recruit/family, subject to coaching staff discretion. The actual cost of entertaining a recruit and his/her family is at the institutions discretion. Entertainment may be provided by the institution for up to \$60 per visit (per guest). Permissible entertainment/activities do **NOT** include soliciting/arranging sex activities for a recruit or involve violating criminal law. Recruits may only be entertained within 30-miles of campus.
5. Representatives of the University's athletic interests (e.g., boosters) are not allowed to be involved in recruiting a prospect. If a booster attempts to interact with a recruit/family during an official visit, please inform your head coach as soon as possible.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE SENIOR EXIT SURVEY/INTERVIEW

The University of Wyoming Athletics Department Student-Athlete Exit Surveys/Interviews are conducted by the Director of Athletics and/or Sport Supervisor as required by the NCAA. The survey instrument is a dynamic document and is reviewed annually by members of SAAC and the UW Athletic Administration. The survey/interview allows the student-athlete to provide the athletic administration input regarding their overall collegiate experience including, but not limited to, information related to the Office of Academic Support, Sports Medicine, Sports Performance, coaching staff, gender equity, social experiences, etc. The interview process is strictly confidential. Graduating seniors will have their senior ring held until the exit interview is complete.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT ALL STUDENT-ATHLETE SURVEY

All non-graduating student-athletes (i.e., those student-athletes not completing the Senior Exit Interview/Survey) will have the opportunity to complete a survey every spring semester. Student-athletes are highly encouraged to complete the survey but it is not mandatory. The survey results are reviewed annually by senior Athletic Administrative team. The survey allows the student-athlete to provide the athletic administration input regarding their overall collegiate experience including, but not limited to, information related to the Office of Academic Support, Sports Medicine, Sports Performance, coaching staff, gender equity, social experiences, etc. The survey instrument is a dynamic document and is reviewed annually by members of SAAC and the UW athletic administration. The survey is confidential. Furthermore the survey permits the student-athletes to notify the athletic administration if they would like to meet with them regarding their survey results.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT POLICIES & PROCEDURES FOR SCHEDULING GAMES/PRACTICES & ISSUING GAME CONTRACTS

General Parameters

1. It is the responsibility of the head coach to set a tentative schedule. However, prior to setting the tentative schedule, the head coach should meet with his/her Sport Supervisor to discuss scheduling parameters including, but not limited to, the following:
 - a. Budget
 - b. Guarantees
 - c. Quality of Opponent/RPI
 - d. Student-Athlete Well-Being (e.g., missed class time, etc.)
 - e. Dates, Times, Facility Availability
 - f. Reciprocal Agreements which Constitute a Committed Obligation (e.g., “home and home” series, etc.)
2. In the sport of football and men’s/women’s basketball, once the tentative schedule is set, the head coach will correspond/meet with the Director of Athletics/Designee for his/her approval. In all other sports, once the tentative schedule is set, the head coach will correspond/meet with his/her respective Sport Supervisor for approval. Upon receiving tentative schedules the Sport Supervisors and Director of Athletics/Designee will correspond/meet in an attempt to minimize scheduling conflicts before they (schedules) are finalized.
3. All coaches should turn in a proposed schedule as early as possible.
4. Coaches should attempt to schedule as many home games as possible. It is recognized that in many sports scheduling home contests may be very challenging, nevertheless, the student body, faculty and public are entitled to have the opportunity to see all of our student-athletes (men and women) participate at home.
5. All schedules must comply with applicable conference (e.g., MWC, WAC, Big12, etc.) and NCAA bylaws. Final schedules must be approved by the Compliance Office to ensure they meet NCAA requirements.
6. The MWC has a master schedule for all league contests. Once these dates have been established they cannot be changed without following proper protocol (which includes league approval and approval from the Director of Athletics).

PRACTICE SCHEDULE POLICY

The following procedures will be followed when developing team practice schedules.

A. Considerations:

1. Availability of Facilities
2. Student-Athlete Well-Being (e.g., missed class time, etc.)
3. In-Season Sport Priority
4. Comprehensive Competition(s) Schedule

B. Procedures:

1. All coaches should request their respective time slots at least one semester in advance and should provide that info to the appropriate Event Management/Game Operations personnel.
2. Requests should include facility needs, times, dates, off days and any other information that could possibly affect scheduling.
3. Utilizing this information, the appropriate Event Management/Game Operations personnel will compile a draft of a composite practice schedule for each sport.
4. Each coach will have the opportunity to review the draft and request any and all necessary changes. Coaches should resubmit their changes to the appropriate Event Management/Game Operations personnel.
5. At that time the appropriate Event Management/Game Operations personnel will meet to create a final “master” practice schedule. If conflicts arise during the process the appropriate Event Management/Game Operations personnel will meet with the Sport Supervisors (SS) to resolve the issue/s. If the issue/s can’t be resolved then the appropriate Event Management/Game Operations personnel and SS will meet with the Director of Athletics who will render a final decision.
6. The final “master” schedule will be distributed to the coaches upon request.

C. General Guidelines/Principles:

1. All coaches should have a clear understanding that "in-season" sports receive priority scheduling. Furthermore, presidential/"signature" events (e.g., commencements, WHSAA championship events, etc.) may take precedent over UW practices.
2. It is recommended that coaches develop a "preferred" practice time and work to maintain it year after year. By developing a consistent pattern, we enable ourselves to do a better job of scheduling.
3. Master practice schedules will be available all year long.
4. Should a conflict arise that cannot be solved, the coaches should seek the assistance of their respective SS.

SPORT CONTRACTS

Responsibility

It is the responsibility of each head coach to ensure contracts are completed correctly and in a timely fashion.

Procedures

1. The head coach submits the contract information to the Director of Event Management & Game Operations (including the time, date, opponent, location, etc.).
2. The Director of Event Management & Game Operations checks the master schedule (if available) to ensure there are no conflicts, types the contract and obtains the Head Coach's signature.
3. The Director of Event Management & Game Operations forwards the contract to the appropriate Sport Supervisor (SS) making note of any potential conflicts.
4. Should a conflict exist, the SS works with involved parties (coaches) to resolve the issue. If an issue cannot be resolved, the SS meets with the Athletic Director (AD) who will render a final decision.
5. If no conflict exists or upon resolution of any conflict, the SS signs the provided contract approval form and forwards it to the AD for his/her signature.
6. After AD signs contract he/she will forward it to the Director of Event Management & Game Operations who will then upload the contract to the contracts section within WyoCloud (UW's campus wide financial and contract management platform).
7. The contract is reviewed by UW Office of General Counsel and approved for final electronic signature by the Director of Athletics/Designee. The signed contract is returned via WyoCloud link to the Director of Event Management & Game Operations who returns the contract to the requesting coaching staff. Each sport's coaching staff is responsible for forwarding the document to the opponent for their signature.
8. Upon receiving the signed contract the Director of Event Management & Game Operations forwards one copy to the Business Office (see #9), Head Coach and the SS. The Director of Event Management & Game Operations retains the original (in the Director of Event Management & Game Operations' contract file).
9. If applicable, the Business Office processes the appropriate game guarantee payment through WyoCloud. All payments (game guarantees) are processed on the respective competition date.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT POLICY REGARDING INCLEMENT WEATHER

The safety/well-being of all student-athletes and University of Wyoming Athletic Department personnel is paramount and will be at the forefront of the decision-making process during periods of inclement weather. The Director of Athletics/designee will consult with the appropriate personnel (e.g., campus/department administration, medical personnel, Office of Risk Management, WYDOT, etc.) to assess each situation (e.g., competition, practices, team travel, etc.) on a case-by-case basis to render a decision in a timely manner.

NCAA COMMITTEE ON COMPETITIVE SAFEGUARDS AND MEDICAL ASPECTS OF SPORT – JUNE 2016 STATEMENT ON INCLEMENT WEATHER FOR ATHLETIC DEPARTMENTS

Inclement weather poses unique challenges to athletics operations, partly because of the seasonal and geographic frequency of such events, and because of the disparate impact on members of the athletics team. Student-athletes, most of whom live on or very close to campus, are impacted differently than coaches, support staff, and athletics administrators, who may live at some distance from campus, and who are, therefore, subject to weather conditions that may be very different than those occurring on campus. They may also have the additional difficulty of a commute.

In recent years, the committee has fielded complaints from athletics support staff who report having to journey to campus during inclement weather to attend practices or other non-competition events, even when the campus has been effectively shut down and classes canceled. These complaints become more pronounced when athletics personnel believe themselves to be exposed to personal risks to attend what are perceived as non-essential activities, and especially for practices and other obligations for sports outside of the traditional season. Consequently, the committee provides member institutions the following guidance for inclement winter weather conditions:

- a. Athletics department personnel must recognize that decisions affecting the broader institutional community also apply to them. Serious consideration should be given to the appropriateness of requiring student-athletes, coaches, and support staff to come to campus when the campus is otherwise closed and classes canceled. Local traffic authorities should be consulted about the safety of local roadways.
- b. Decisions about continued athletics activity should be centrally made, preferably by the athletics director or his/her designee. Coaches should not make such decisions for their own sports in isolation and independent of athletics administrators. Decisions should be made with the ultimate goal of protecting the well-being and safety of all athletics personnel and student-athletes. A full accounting of the disparate impact of inclement weather on athletics personnel

and participating student-athletes should be made as part of the decision-making process.

- c. When a decision is made to open athletic or recreational facilities and to conduct athletics activities, standardized steps should be taken to ensure the safe access to those facilities and those parts of campus in which the activities will take place.
- d. Athletics personnel who determine that their personal safety might be jeopardized by commuting to campus in inclement and/or hazardous weather should be excused from all responsibilities without fear of reprisal or punishment, and reasonable accommodations for their absence should be made.

[Inclement/Hazardous Weather - NCAA.org](#)

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT TEAM TRAVEL POLICIES & PROCEDURES

Overall Policy:

It is the policy of the University of Wyoming to permit the appropriate number of student-athletes to travel as to not put the team at a competitive disadvantage. In addition, it is the policy of the University of Wyoming to ensure the appropriate number of Athletic Department personnel (e.g., administrators, athletic trainers/medical personnel, coaches, equipment staff, managers, radio/tv staff, etc.) and that the entire travel party utilizes the appropriate mode of transportation as to ensure safety.

Departure/Return Parameters:

In general, teams will depart the institution not earlier than 48 hours prior to the start of competition and remain not more than 36 hours following conclusion of the competition.

Overview:

All team (sport-specific) travel will be coordinated by the respective sport in adherence to applicable Athletic Department and University policies and procedures.

Point of Note:

In addition to the *General Parameters* outlined in this document, student-athletes and Athletic Department personnel (e.g., administrators, athletic trainers/medical personnel, coaches, equipment staff, managers, radio/tv staff, etc.) must also adhere to all applicable team, Athletic Department, University, conference and NCAA rules/regulations.

General Team Travel Party Parameters:

1. The size (number) of team travel parties are *generally* only limited by budget and applicable conference/NCAA rules/regulations. Thus, team travel party sizes may vary for reasons including, but not limited to, the following:
 - Duration of Travel/Mode of Transportation
 - For example, more student-athletes may travel for a 1-day bus trip (e.g., up and back to Colorado State University) than a multi-day trip in which the team flies to the destination as it more cost effective.
 - Type of Event
 - For example, more student-athletes may travel for tournaments and/or championship/post-season events as permitted per conference/NCAA rules/regulations.
2. While using off-campus lodging facilities, student-athletes are *generally NOT* authorized to utilize services which could result in additional costs for the Athletic Department (e.g., purchase high-speed internet, movies, etc.). Head Coaches/Designee are responsible for reminding their student-athletes of this prior to their arrival at the lodging facility.

3. The consumption of alcohol, controlled substances and tobacco (smokeless or otherwise) is **NOT** permitted at any time when traveling with University of Wyoming athletic teams.
4. The possession and/or utilization of firearms, weapons, etc. is **NOT** permitted at any time when traveling with University of Wyoming athletic teams.

PLEASE NOTE:

Any exceptions to the above team travel policies and procedures must be approved by the Director of Athletics/Designee and/or the Sport Supervisor for the respective sport.

TEAM LODGING

General Parameters

1. There shall be a limit of two (2) student-athletes per room. However, if it is necessary to have three (3) student-athletes in a room a roll-away/sofa bed **MUST BE SECURED**.
2. Each student-athlete must have his/her own bed. At no time should student-athletes be required to share a bed.
3. At no time is it acceptable for a full-time staff member (e.g., administrator, athletic trainer, coach, etc.) to room with a student-athlete or undergraduate student manager.

TEAM MEALS

Coaches/Designee traveling with a particular team will be responsible for arranging meals and/or the disbursement of monies to the team members.

When money is to be given directly to team members, the following rules apply:

1. No more than \$50.00 in per diem is allowed to each student-athlete per day (see breakdown below).

Breakfast	\$15.00*
Lunch	\$15.00
Dinner	<u>\$20.00</u>
	\$50.00

*Student-athletes should receive breakfast per-diem even if a hotel provides a **continental breakfast**. However, if the hotel serves a full, “hot” breakfast, breakfast per diem does not need to be disbursed.

****There are certain situations (e.g., NCAA Championships, etc.) that allow institutions to provide student-athletes additional per diem above the established institutional rate.**

2. Additional meals/snacks (i.e., in addition to breakfast, lunch and dinner) may be provided to student-athletes as permitted per NCAA rules/regulations.
3. All travel party members are required to sign-off on the per diem acceptance form.

PLEASE NOTE:

Any exceptions to the above team travel (lodging and meals) policies and procedures must be approved by the Director of Athletics/Designee and/or the Sport Supervisor for the respective sport.

TEAM TRANSPORTATION

General Parameters

- All departmental personnel that are transporting student-athletes in a vehicle must do so in accordance with the University Vehicle Policy. This includes, but is not limited to, adherence to guidelines on how many hours a staff member should drive each day, when travel occurs, etc.
- When traveling by automobile (e.g., car, van, etc.), student-athletes are **NEVER** allowed to drive, even to pick-up or return the automobile(s) to the dealer. This rule will be strictly enforced and the appropriate departmental staff member will be held accountable.
- When traveling by automobile (e.g., SUV, van, etc.), the automobile must meet all the proper safety requirements as required by law (e.g., seat belts for all passengers, etc.).
- Student-athletes are permitted to drive themselves or a teammate to an off-campus practice or contest site within the locale of the institution (30-mile radius) upon completion of appropriate paperwork (i.e., paperwork is completed annually as part of beginning of the year policy and procedure review/approval process).
- All departmental personnel who are transporting student-athletes in a vehicle are required to successfully complete the UW Motor Vehicle Record (MVR) check **prior to** any team travel. Successful completion of the check **MUST** be confirmed by the appropriate Athletic Department personnel.

- At minimum, one (1) full-time staff member must travel with the team at all times.
- Teams (student-athletes) should not depart before 4:30 am for any away competition/event/function/practice/etc.
- Travel itineraries must be submitted **prior to** any travel. Itineraries should include the travel party (names of student-athletes, administrators, athletic trainers/medical personnel, coaches, etc.), hotel information including the address and contact phone numbers, flight information (if applicable) including airline, flight number/s and departure/arrival times (for both legs) and charter bus information (if applicable) including address and contact phone numbers. Copies of the itinerary should be provided to, at minimum, the Sport Supervisor and the respective (sport-specific) office associate.

PLEASE NOTE:

Any exceptions to the above team travel (transportation) policies and procedures must be approved by the Director of Athletics/Designee and/or the Sport Supervisor for the respective sport.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE FINANCIAL AID

Student-athletes should be familiar with the terms and conditions of your athletically-related grant-in-aid (scholarship), as well as other forms of financial assistance available at the University of Wyoming. Please note that your athletics scholarship may be reduced or canceled during the period of the award if you:

- A. Render yourself ineligible for intercollegiate competition;
- B. Fraudulently misrepresent any information on an application, letter of intent or financial aid agreement;
** Including providing false or misleading information on any official athletic department forms/documents (e.g. Sports Medicine forms, Compliance forms, Office of Academic Support forms, etc...).*
- C. Engage in serious misconduct warranting substantial disciplinary penalty;
- D. Voluntarily withdraw from a sport for his/her own personal reasons;
- E. Exhaust your eligibility prior to period of the award;
- F. Request to be placed in the NCAA Transfer Portal (aid cancelled after semester in which the request was made *and the student leaves/quits/refuses to participate with the team*; **OR**
- G. Violate any of the following:
 - 1. University of Wyoming academic and/or conduct rules and regulations.
 - 2. Rules and regulations of the Department of Intercollegiate Athletics (DIA), rules and regulations of specific “units” within the DIA including, but not limited to, the Office of Academic Support, Sports Medicine and Sports Performance, and/or specific rules of the recipient’s sport (as defined by the applicable coaching staff) including, but not limited to:
 - a. Attendance at classes, squad or individual meetings, study halls, assemblies, tutoring or study group sessions and Sports Performance/Sports Medicine meetings/sessions.
 - b. Participation in athletic practice sessions, scheduled contests and other athletically-related activities.
 - c. Personal conduct on and off the University campus.

Notification of athletics scholarship renewals or non-renewals will be made in writing on or before July 1 prior to the academic year in which it is to be effective. Renewals will be subject to an increase, decrease, or non-renewal.

You may also be eligible to receive additional financial assistance through other sources including, but not limited to, academic scholarships, grants, loans, or employment opportunities. **It is crucial that all financial assistance (other than your athletics scholarship) be reported to the Compliance Office and the Financial Aid Office. Failure to report this information could affect your athletics eligibility. All outside grants, loans and other financial assistance must be in accordance with NCAA rules and must be reported.**

Charges Not Covered By Scholarship

A full scholarship covers only the following: tuition, fees, room (double-occupancy), board and required textbooks. The expenses below are a few examples of charges **not** covered by your scholarship which you are responsible for:

- Cost of treatment for *non-athletic-related injuries*
- Difference in cost between double-occupancy rooms and alternative rooming arrangements (single rooms, married student housing, etc.)
- Library fines
- Fines for damage to University property, including the Residence Halls
- Replacement of a lost Residence Hall key (WYO-ONE Card)
- School supplies, blue books, pens, notebooks, paper, etc.
- Parking fines
- Additional expenses related to attendance above those generally available to the regular student body

Athletic Grant-In-Aid Policy on Injury, Illness & Temporary Disability

If you are receiving an athletic grant-in-aid (i.e., scholarship) and you are unable to participate due to injury, illness or temporary disability; your athletic financial aid will **not** be cancelled/reduced as long as all of the following conditions are met:

- You maintain all NCAA, MWC and University of Wyoming academic eligibility standards;
- You adhere to any/all other team, university, MWC and NCAA rules/regulations; and
- You remain enrolled in a full-time course load (minimum of 12 hours) at the University of Wyoming.

Should any of the above conditions not be met, you may be subject to reduction/cancellation of your athletic grant-in-aid. Please note that should this occur, you have the right (per NCAA regulations) to appeal. The procedures for the appeal process will be provided to you via the Change of Status form and a letter sent from the Office of Financial Aid. The Procedure for Redress of Grievances is available in this larger document.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT PROCEDURE FOR REDRESS OF GRIEVANCES

This form is used by the Compliance Office to detail the procedure relating to a reduction or cancellation of athletics related financial aid. It discusses the steps in place by the athletic department to ensure that all NCAA, Conference and UW policies and procedures are followed. Please contact the Compliance Office with any additional questions.

Academic Grievances:

If a student-athlete alleges that a violation of his/her student rights has occurred in an academic matter, an appeal should be made through normal departmental, college and/or university appeal procedures/regulations.

Athletic Grievances:

If a student-athlete wishes to protest a suspension or alleges that a violation of his/her student rights has occurred in an athletic matter, the following steps may be taken. These steps are informal in nature and are in place to resolve athletic grievances internally (within the athletic department).

1. Discussion with Coach – The student-athlete may request in writing a meeting with the Head Coach within five (5) calendar days following the suspension, alleged violation or termination/change in grant-in-aid status. A copy of the letter should be forwarded to the Supervisor of the applicable sport.
2. Discussion with Director of Athletics – If the problem is not resolved between the coach and the student-athlete, the student-athlete may request in writing a meeting with the Director of Athletics within ten (10) calendar days following the meeting with the coach.

Grants-in-Aid Grievances – General Policy:

If an athletic scholarship is cancelled, reduced or non-renewed for *any* reason, a student-athlete shall be provided with the opportunity to request an external resolution via an athletics financial aid appeal. The responsibility to hear such an appeal will not reside in or include any employee within the Athletic Department.

In addition to external resolution, a student-athletes may request an internal resolution (within the athletic department) to review grants-in-aid grievances without waiving their right to request an external resolution at a later time. This process is less formal, but may resolve a financial aid grievance in advance of an appeal to an external appeal panel.

Note that NCAA financial aid bylaws prohibit cancelling or reducing athletic aid for athletic reasons *during the period of the award*. However, athletics reasons *may* be considered in the *non-renewal* of an athletic grant-in-aid. Questions regarding this policy should be directed to the Deputy Director of Athletics or Compliance Office.

Grants-in-Aid Grievance – Internal Resolution:

In addition to the external financial aid hearing, student-athletes are encouraged to take the following internal steps to resolve grants-in-aid grievances (within the athletic department). Please note that the utilization of these internal steps in no way precludes a student-athlete from also using the more formal, external appeal process (see External Resolution) described below.

1. Discussion with Coach – The student-athlete may request in writing a meeting with the Head Coach within five (5) calendar days following the suspension, alleged violation or termination/change in grant-in-aid status. A copy of the letter should be forwarded to the Supervisor of the applicable sport.
2. Discussion with Director of Athletics – If the problem is not resolved between the coach and the student-athlete, the student-athlete may request in writing a meeting with the Director of Athletics within ten (10) calendar days following the meeting with the coach.

Grants-In-Aid Grievances – External Resolution:

1. In compliance with NCAA bylaws, when a student-athlete's aid has been cancelled, non-renewed, or reduced, the student-athlete will be immediately notified of their right to an external resolution (described in more detail below and is regularly available to the student-athletes in the *Student-Athlete Handbook* which is reviewed annually with all student-athletes). The notification of this right will be provided to the student-athlete in the two ways outlined below:
 - A) Primarily and in all instances, the Director of Student Financial Aid shall send the cancellation/non-renewal/reduction notification letter and this *Procedure for Redress of Grievances* document to the student-athlete's university email account.
 - B) Secondly, the student-athlete is provided with a copy of this *Procedure for Redress of Grievances* document after the Change of Status document is signed digitally (via ARMS). If a student-athlete does *not* sign the Change of Status document in ARMS, a copy of this document will be emailed to their official university account.
2. The student-athlete will have 14 calendar days from the date of the email to submit

a written request for appeal to the Financial Aid Appeal Panel. A written appeal will be accepted if it is received by the Director of Student Financial Aid in person, by email or by fax within the 14 calendar day period. An appeal can only be based upon the following grounds: the Athletics Department's reasons for taking the adverse action were not supported by substantial evidence.

It is the responsibility of the student-athlete to ensure the written appeal was received by the Director of Student Financial Aid within the 14 calendar day period and that the written appeal includes the appropriate supporting documentation/information (i.e., statement of facts and circumstances showing that the decision was not supported by substantial evidence).

3. The Director of Student Financial Aid shall arrange for a hearing to be held within 14 business days** upon receipt of the written request for appeal. Requests received outside of the regular academic semester may take up to 20 business days, but will occur no later than the first day of the next academic semester.

** A business day includes all weekdays (Monday through Friday) except days when UW offices are closed per the institutional administrative calendar (i.e. winter closure, holidays, etc...).

4. The Financial Aid Appeals Panel shall consist of three members and will be chaired by the Director of Financial Aid or his/her designee. The second panel member shall be the Director of Admissions, or his/her designee. The third and final panel member shall be a current faculty member, appointed by the Faculty Athletics Representative (FAR) to serve in that role for a period of not more than three years. If the appointed faculty member is unavailable, the FAR may appoint another faculty or staff member to partake in the applicable appeals hearing.
5. The student-athlete will present his/her case to the Financial Aid Appeals Panel. The student-athlete may be represented by legal counsel or have a support person at the hearing; however, the support person or legal counsel is not permitted to speak on behalf of the student-athlete. It is the responsibility of the student-athlete to notify the chair of the Financial Aid Appeals Panel if legal counsel or a support person will accompany the student-athlete at the hearing. The notification must be made at least two business days in advance of the scheduled hearing. If the appropriate notification (i.e., 2 business days) is not provided the identified party (legal counsel or support person) will not be permitted to accompany the student-athlete at the hearing.
 - Parties to the appeal are the student-athlete and the Athletics Department.
 - Both parties shall provide supporting documentation and a list of witnesses to be presented to the Financial Appeals Panel and the other party two (2) business days in advance of the proceeding.

- Both parties shall participate in the full hearing. The student-athlete shall present first and will be provided up to 30 minutes to present and call witnesses. Immediately following the student-athlete, a representative of the Athletics Department (coach or administrator) will be provided up to 30 minutes to present and call witnesses. The student-athlete may also elect to present for up to 10 minutes in rebuttal following the Athletics Department's presentation.
 - At any time during the process, the panel may request additional information from the student-athlete, the Athletics Department or other University departments that may be relevant to the appeal. Copies of all additional information will be provided to both parties when it is made available to the Appeal Panel.
 - The burden of proof is on the student-athlete to demonstrate that the Athletics Department's decision was not supported by substantial evidence.
6. In making its decision, the Financial Aid Appeals Panel shall determine by a majority vote whether the Athletic Department's decision to cancel, reduce, or non-renew the athletic financial aid was based on substantial evidence. The appeals panel has final authority to affirm or overturn any cancelled, reduced or non-renewed athletic financial aid *for the period of award in contention*. For the avoidance of doubt, the Financial Aid Appeals Panel may not modify the athletic scholarship in question (e.g., they may not change the awarded amount nor the duration/number of years of the scholarship). The appeals panel shall notify the parties and the applicable sports supervisor of its decision (in writing), along with its written findings and conclusion, no later than five (5) business days after the hearing.

**** Appeal requests and all applicable documentation should be emailed to: aterfehr@uwyo.edu or mailed to the following address:**

Financial Aid Appeals Panel (Attn: Director of Student Financial Aid)
 The University of Wyoming
 1000 East University Avenue, Dept. 3335
 Laramie, WY 82071

University of Wyoming Athletic Department Education-Related Benefits (Alston Case) Policy

I. Overview

The University of Wyoming (UW) Athletic Department offers approximately 222 total athletic scholarships across our 17 sports. Although the maximum (as permitted per the NCAA) for Alston monies is \$5,980 per year, for budgetary purposes UW will *currently* provide \$5,000 per year to all eligible scholarship S/As. Note that at \$5,000 per year, the annual cost to implement this policy is over \$1.1M ($222 \times \$5,000 = \$1,110,000$). An adjustment to the \$5,980 maximum allotment may be made in the future pending budget approval/financial resources.

II. Criteria

1. The student-athlete (S/A) is a current member of his/her respective athletic team (e.g., the S/A has not quit, been removed from the team, etc.).
2. The S/A is/was receiving an athletic scholarship.
3. The S/A resides in Laramie (similar to athletic scholarship policy regarding receiving room & board).
4. The S/A returns to UW as a full-time* (12 hours undergraduate/9 hours graduate) S/A the next semester (see **Section III – Points of Note** regarding dissemination of monies).

*Exceptions may be made for S/As who are below full-time but are in all the classes they need to graduate. For example, if an undergraduate S/As only needs 2 classes (6 hours) to graduate he/she will not be required to be in 12 hours to receive their Alston monies.

5. The S/A meets NCAA academic eligibility standards (i.e., the S/A is academically eligible to compete for the subsequent semester (if applicable) or meets eligibility standards subsequent to exhausting eligibility).
6. The S/A participates in community engagement activities as requested by the Director of Athletics/Designee.
7. The S/A adheres to Athletic Department and University conduct policies and procedures.

III. Dissemination of Monies

1. Alston monies will generally be disseminated a few weeks (3-4) after the start of the following semester (i.e., after classes start). For example, an eligible S/A will receive his/her Alston monies from the fall semester approximately 3-4 weeks after the start of the spring semester.
 - Exceptions may be made for S/As who have graduated (undergraduate degree) the preceding semester. For example, a S/A who graduates (undergraduate degree) after the spring 2023 semester will not have to wait until 3-4 weeks after the start of following fall (2023) semester to receive their Alston monies.
 - Please note the “graduation exception” noted above is regardless of whether a S/A has exhausted his/her eligibility. For example:

- A S/A who graduates (undergraduate degree) after the spring 2023 semester and has exhausted his/her eligibility will not have to wait until 3-4 weeks after the start of following fall (2023) semester to receive their Alston monies.
- A S/A who graduates (undergraduate degree) after the spring 2023 semester and has NOT exhausted his/her eligibility will not have to wait until 3-4 weeks after the start of following fall (2023) semester to receive their Alston monies.
- Exceptions may be made for S/As who have graduated (undergraduate degree), NOT exhausted their eligibility and decide to return to participate/compete (post-graduation). For example, as noted above, a S/A who graduates (undergraduate degree) after the spring 2023 semester will not have to wait until 3-4 weeks after the start of following fall (2023) semester to receive their Alston monies. Furthermore, if that S/A returns to compete in the fall 2023 semester and spring 2024 semester he/she would have the opportunity to receive their Alston monies at the end of each semester (i.e., the S/A would not have to wait until 3-4 weeks after the fall 2023 semester to receive their Alston monies for the fall (2023) or have to wait until 3-4 weeks after the spring 2024 semester to receive their Alston monies for the spring (2024)).
- S/As who graduate (undergraduate degree) in the summer will be handled on case-by-case basis. Thus, S/As who graduate (undergraduate degree) in the summer may (or may not) have to wait until a few weeks (3-4) after the start of the following fall semester (i.e., after classes start) to receive his/her Alston monies.

IV. Other Points of Note:

1. Alston monies will NOT be distributed during interim/winter session/s or summer school session/s. (Eligible S/As are only eligible to receive Alston monies during the fall and spring semesters).
2. Scholarship S/As who are receiving an Exhausted Eligibility (“5th Year”) Scholarship are eligible to receive Alston monies.
3. Scholarship S/As who have been medically disqualified (DQ’ed) or are receiving a Former S/A Scholarship are NOT eligible to receive Alston monies.
 - A scholarship S/A who is medically DQ’ed will not be eligible to receive Alston monies beginning the semester after which the medical DQ occurs. For example, if a S/A is medically DQ’ed during the spring 2023 semester, he/she will not be eligible to receive Alston monies beginning the fall 2023 semester (note the S/A is eligible to receive Alston monies from the spring 2023 semester).
4. If a S/A has his/her scholarship modified during the period of the award/retroactively (as permitted per NCAA rules), the S/A’s Alston monies will also be adjusted in accordance with policy guidelines/parameters.

5. Alston monies *may* have tax implications. While the Athletic Department/University can provide “assistance/resources” (e.g., a point of contact for the S/A to utilize to further analyze/discuss his/her tax situation, etc.), the S/A is ultimately responsible to address/pay for his/her financial (tax) commitment.
6. Per NCAA rules, Alston monies are not restricted to scholarship (athletic) student-athletes. Thus, *if* financial resources are available, UW may develop an additional policy in which “high-achieving” (academically) non-scholarship student-athletes also receive Alston monies.

PLEASE NOTE:

Exceptions to the above policy may be approved/granted by the Director of Athletics/Designee.

Frequently Asked Questions (FAQ) Regarding *Alston Monies*

1. If a scholarship S/A attends UW in the fall semester but renders himself/herself academically ineligible (per NCAA rules) for the subsequent spring semester, will he/she receive their Alston monies (from the fall semester)?
 - No, as noted in **Section II – Criteria**, the S/A must meet NCAA academic eligibility standards (i.e., the S/A is academically eligible to compete for the subsequent semester).
2. If a scholarship S/A quits/leaves the team during the fall or spring semester, will he/she receive their Alston monies from that semester?
 - No, as noted in **Section II – Criteria**, the S/A must be a current member of his/her respective athletic team (e.g., the S/A has not quit, been removed from the team, etc.).
3. If a scholarship S/A attends UW in the fall semester but does not return to UW as a full-time S/A for the subsequent spring semester, will he/she receive their Alston monies (from the fall semester)?
 - No, as noted in **Section II – Criteria**, the S/A must return to UW as a full-time* (12 hours undergraduate/9 hours graduate) S/A the next semester.

*Exceptions may will be made for S/As who are below full-time but are in all the classes they need to graduate. For example, if an undergraduate S/As only needs 2 classes (6 hours) to graduate he/she will not be required to be in 12 hours to receive the award.

4. If a scholarship S/A attends UW in the fall or spring semester but does not reside in Laramie during that time (e.g., the S/A is taking classes online during the fall or spring semester while living with their parents in CO), will he/she receive their Alston monies (from the fall or spring semester)?

- No, as noted in **Section II – Criteria**, the S/A must reside in Laramie (similar to athletic scholarship policy regarding receiving room & board).
5. If a scholarship S/A returns the next year as non-scholarship S/A, will/he receive the Alston monies from the preceding semester? For example, would a scholarship S/A from spring 2023 who returns as a non-scholarship S/A in fall 2023 receive his/her Alston monies from the spring 2023 semester?
 - Yes, *assuming* the S/A meets the other parameters outlined in **Section II - Criteria** (e.g., full-time, eligible, etc.).
 6. If a scholarship S/A is removed from the team after the fall semester but remains on scholarship during the spring semester, will he/she receive their Alston monies from the spring semester?
 - No, as noted in **Section II – Criteria**, the S/A must be a current member of his/her respective athletic team (e.g., the S/A has not quit, been removed from the team, etc.). Thus, in this case, the S/A is not considered a current member of the team since he/she is not participating in any athletically-related activities (e.g., competition, meetings, practice, etc.).

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT STUDENT-ATHLETE NAME/IMAGE/LIKENESS POLICIES AND PROCEDURES

These policies/procedures are utilized by the University of Wyoming (UW) Athletic Department Compliance Office (UW Compliance Office) to provide information to and monitor UW student-athletes utilizing their Name/Image/Likeness (NIL). Student-athletes should consult the UW Compliance Office for questions regarding NCAA guidelines, disclosure requirements, and general NIL information.

*****Student-athletes are advised to secure external financial, tax, and/or legal advice for questions related to NIL considerations that are beyond the scope and role of the UW Compliance Office and this policy.***

II. NCAA GUIDANCE ON NAME, IMAGE, AND LIKENESS:

NCAA guidance permits student-athletes to earn compensation by utilizing NIL. However, current NCAA prohibitions related to “pay for play,” inducements, and/or extra benefits identify specific impermissible NIL-related conduct that may jeopardize a student-athlete’s eligibility.

Consistent with NCAA guidelines, student-athletes are generally prohibited from the following regarding NIL activities:

1. Engaging in NIL agreements without a *quid pro quo* (e.g. compensation may only be provided for work performed);
2. Engaging in NIL agreements where compensation is contingent on initial or continued enrollment at the institution;
3. Engaging in NIL agreements where compensation is contingent on specific athletic performance or achievement (e.g., financial incentives based on points scored); or
 - a. Note: Athletic performance may enhance a student-athlete’s NIL value, but athletic performance may not be “consideration” for NIL compensation.
4. Engaging in NIL agreements in which the institution compensates the student-athlete in exchange for the use of his/her NIL.
5. Engaging in NIL agreements without disclosing required information to the UW Compliance Office.

Additionally, NCAA guidelines require institutions to have established NIL policies and procedures for student-athletes.

III. UW ATHLETICS NAME, IMAGE, AND LIKENESS POLICY AND PROCEDURES:

UW Athletics supports its student-athletes engaging and utilizing NIL to earn compensation, provided these activities are conducted in accordance with NCAA guidelines and institutional policies and procedures. Adherence to all applicable policies and procedures is paramount to maintaining NCAA eligibility. Failure to follow applicable policies and procedures may result in an Athletic Department Code of Conduct violation and corrective action including, but not limited to: community service, mandated educational sessions, suspension from team activities, reduction/cancellation of athletic financial aid and/or removal from the team.

A. Disclosure Requirement

Student-athletes shall disclose all name, image, and likeness activities to the UW Compliance Office. This includes information related to transactions, compensation arrangements and involved individuals, commercial entities and third parties (e.g., contract information). Student-athletes must complete the required NIL form (via ARMS) **prior to** engaging in any NIL activities.

B. Prohibited Name, Image, and Likeness Activities

UW student-athletes are prohibited from engaging in NIL activities that conflict with existing institutional sponsorship arrangements or based on other considerations, such as conflict with institutional values, as defined by the institution in this policy.

Student-athletes are prohibited from engaging in NIL activities that promote the following products/industries:

-
- Alcohol and/or related products and establishments;
- Athletics apparel that conflicts with team sponsorship(s);
- Gambling activities that involve NCAA-sponsored sports;
- Illegal substances and/or activities;
- Inappropriate or lewd images/behavior as determined by the Director of Athletics/Designee.
- Marijuana and related products and establishments; and
- Tobacco and related products and establishments;

Unless specifically approved by the UW Compliance Office, student-athletes will not be permitted to promote third parties or display third party “branding” during official UW events and team activities.

C. Limitations on Compensation for Name, Image, and Likeness Activities

NCAA guidelines prohibit institutions from compensating student-athletes for any NIL activities (e.g., pictures, marketing opportunities, etc.). Student-athletes may only receive NIL compensation for work performed. Compensation paid to student-athletes must be consistent with fair market value.

D. Utilization of Student-Athlete Name, Image, and Likeness by Institution

Pursuant to the *Student-Athlete Handbook* and the *Student-Athlete Promotional Activities Policies*, UW will utilize a student-athlete's NIL to market/promote the institution, its sports programs, etc. as it deems appropriate.

E. Limitations on Scheduling and Location of Name, Image, and Likeness Activities

UW student-athlete NIL activities may not conflict/interfere with team/department responsibilities and requirements (e.g., practice times, team travel, games, etc.). Additionally student-athletes may not miss class, tutoring appointments or other academic requirements to fulfill NIL obligations.

Student-athletes may not engage in NIL activities on university grounds or buildings without prior approval from the UW Compliance Office. Any facility use/reservation would follow established UW policies and procedures (e.g., reservation, payment, etc.).

F. Limitations on the Use of University Marks/Logos/Trademarks

Student-athletes and third party contractors shall not use UW registered trademarks, products protected by copyright, or official logos, or marks without the express written permission of UW Trademark and Licensing Office. Limited marks/logos/trademark info can be found at [Licensing and Style Guide \(PDF\) - University of Wyoming Athletics \(gowyo.com\)](https://gowyo.com). This information is not exhaustive and student-athletes are advised to contact the UW Compliance Office with any questions.

G. Use of Agents for Name, Image, and Likeness Activities

Student-athletes may consult with or hire an agent (*licensed in the state of Wyoming*) to assist with securing opportunities for NIL purposes only. Student-athletes may not engage in conversations with agents regarding professional athletic opportunities. Any agent that wants to work with a student-athlete for NIL purposes must adhere to the Wyoming Uniform Athlete Agent Act (UAAA), state laws (when applicable), and/or UW Athletic Department Policies and Procedures including the following:

- All student-athletes and agents must adhere to applicable Wyoming agency laws (e.g., disclosure, registration, etc.).
- All agents must be registered in the State of Wyoming under the UAAA and follow all applicable state laws (e.g., registration with institution and state, timing and disclosure of potential agreements, etc.).
- All agents must be registered with the UW Compliance Office.

Inquiries/information may be directed to:

- Peter Prigge, Associate Athletics Director for Compliance & Olympic Sports – pprigge@uwyo.edu

H. Competition, Financial Aid and Student VISAs

The Athletic Department may not withhold a student-athlete from competition based on NIL earnings or opportunities that are appropriately secured. Additionally, the Athletic Department may not revoke a student-athlete's scholarship based on NIL earnings.

Student-athletes should be aware that NIL opportunities may impact federal financial aid packages and need-based academic aid. Student-athletes should direct questions on non-athletically related financial aid to the Office of Student Financial Aid or the Athletics Financial Aid Coordinator. The UW Athletic Department also strongly recommends that student-athletes work with independent financial advisors regarding other impacts (e.g., tax implications, etc.) of NIL compensation.

International student-athletes are advised to contact the International and Students Scholars Office or an independent legal advisor when considering NIL activities and payment, as engaging in such activity may jeopardize student visa status.

I. Additional NIL Resources

Additional NCAA NIL information including a Q&A document (e.g., NIL and recruits, NIL and boosters, etc.) can be found at [Taking Action | NCAA.org - The Official Site of the NCAA](https://www.ncaa.org/taking-action)

APPENDIX

I. DEFINITIONS

Name, Image, and Likeness (NIL) – NIL refers to a person’s right of publicity. Per the NCAA, right of publicity involves those situations where permission is required of a person to use their Name, Image, or Likeness. Student-athletes may now use this “right of publicity” to earn compensation.

Agent/Attorney: Any individual who, directly or indirectly, represents or attempts to represent an individual for the purpose of marketing his/her athletics ability or reputation for financial gain or seeks to obtain any type of financial gain or benefit from an intercollegiate student-athlete’s potential earnings as a professional athlete.

Booster: A booster is an individual, agency, entity or organizations who is known by an institution to: 1) have made any type of financial or in-kind contribution to the Athletic Department or booster organization for the department; 2) have been or are a current season ticket holder; 3) have been a member of any organization or agency promoting Wyoming Athletics (Cowboy Joe Club); 4) have assisted or been requested to assist in the recruitment of prospective student-athletes; 5) have arranged for or provided benefits to enrolled student-athletes or their families, or to prospective student-athletes and their families; or 6) have otherwise promoted the University Athletics program in any manner. The definition of a “representative of athletics interest” or more commonly “booster” will continue to reflect the applicable NCAA language.

Fair Market Value: The value of a right, good, service or property as determined by the marketplace (or objective purchaser) rather than as determined by a subjective individual. Market value is what an informed and unpressured buyer would pay to an informed unpressured seller in any arms-length transaction (the price is solely based on the value of the right, good, service or property). The fair market value of any particular right, good,

service or property can be determined by the price on which other buyers and sellers have agreed for a similar right, good, service, or property.

Institutional Facility: Any buildings or grounds that is owned and operated by the University of Wyoming or its campus partners.

Mark/Logo/Trademark – A graphic mark, emblem, symbol or stylized name that is used to identify a company, University or entity. As noted below, any use of University of Wyoming marks/logos/trademarks must be approved by the UW Trademark/Licensing Office.

UW Athletics Department Policies and Procedures

Policy on Student-Athletes Seeking Transfer

1. Actions by all parties involved in requests for and decisions on University of Wyoming student-athletes contacting and/or transferring to other institutions shall be governed by the relevant provisions in the NCAA manual.
2. Any University of Wyoming student-athlete with remaining athletic eligibility who wishes to consider transferring to another institution **must** complete the Transfer Notification Form (via ARMS). Requesting Notification of Transfer via any other means (e.g., emailing/texting your coach, leaving a voicemail with your coach/the Compliance Office, etc.) will **not** be accepted.
3. All student-athletes may utilize a “one-time transfer” process (Effective Jan. 2021). It allows any student-athlete (that has not previously transferred) to attend a different institution and be immediately eligible for financial aid, practice and competition.
4. In order to utilize the one-time transfer, student-athlete transfer requests must be made within the applicable NCAA transfer portal windows. Each respective sport has a specific “transfer portal window” that permits student-athletes to enter his/her name into the portal. Generally the NCAA portal opens after the applicable sports’ NCAA championship selection timeframe. Transfer portal windows are open for 30-days after opening. Student-athletes that fail to meet the applicable NCAA deadlines will *not* be permitted to utilize the one-time transfer exception and will need to serve a year-in-residence at the future certifying institution.
5. Student-athletes requesting permission to transfer will continue to have access to athletic academic facilities/support through the remainder of the current academic term. Access to athletic facilities/support (e.g., Sports Medicine, Sports Performance, and sport practice/competition venue access) will be determined on a case-by-case basis by the Sport Supervisor after consultation with the applicable head sport coach. Student-athletes who have quit or have been dismissed from their respective team will have both their academic and athletic facility/support access determined on a case-by-case basis by the Sport Supervisor after consultation with the applicable head sports coach.
6. Exceptions to provision #5 above shall be made by and at the discretion of the Director of Athletics/Designee.

Textbooks

A student-athlete awarded a book scholarship will be allowed to purchase **required** textbooks for their individual courses. The process is as follows:

1. Student-athletes who are receiving a book scholarship will have books provided to them by UW Athletics. Student-athletes will either receive books at the Office of Academic Support (OAS) or will be required to pick-up their own books at the UW Store. This is determined on a case-by-case basis based on UW Store staff availability, timing of orders/pickup, etc.
2. Upon verifying that the student-athlete is receiving a book scholarship and that the student-athlete is enrolled in a minimum of 12 hours (or all he/she needs to graduate), the OAS reviews the required books for the student-athlete's current academic schedule and orders the books via the UW Store website. If a student-athlete requests recommended course materials, it may be provided by the institution and the Compliance Office on a case-by-case basis. *Note that not all recommended books will be provided.*
3. After the orders are placed (see #2 above) the student-athlete is responsible for picking up their books in the OAS and/or at the UW Store.
4. If picking books up at the UW Store, the student-athlete must select his/her books and present both the books and the "book order signature page" at the checkout counter.
5. The UW Store sends the bill for the cost of books distributed to each student-athlete to the Athletic Department Business Office.

At the conclusion of the semester the student-athletes return all books received via their book order to the Compliance Office. Any student-athlete who fails to return books by the deadline (typically noon the final day of exam week) will be charged a \$50 late fee. Additionally, if a student-athlete does not return a book/books his/her account will be charged for the value of the book/books. If not paid in a timely fashion, a financial hold may be placed on the student-athlete's account. This hold will limit any University-related activity (e.g., registration, transcripts, drop/add, etc.) until the full amount is paid.

****This hold will limit any University-related activity (e.g., registration, transcripts, drop/add, etc.) until the full amount is paid.**

NCAA Guidelines:

The NCAA allows a student-athlete to purchase **required** course textbooks with their book scholarship. These include the following:

- Required Textbooks
- Course Packets
- Copy Center Packets
- Limited Correspondence Books

A book scholarship does **NOT** allow the student-athlete to purchase any of the following:

- Optional textbooks (must be requested through the Office of Academic Support)
- Flash drives
- Notebooks or Notepaper
- Answer Sheets
- Course Equipment (i.e., engineering or art supplies, calculators, nursing uniforms, etc.)

UW Guidelines:

1. If a required book is not available, the student-athlete must provide a copy of their syllabus to the Compliance Office. The Compliance Office will contact the UW Bookstore and request that they order book for the student-athlete.
2. If a book is lost or stolen, contact the UW Bookstore, Campus Police and the Compliance Office.
3. Course and Copy Center packets do not need to be returned at the end of the semester.
4. When returning books, it is important to turn in all outstanding books you may have at that time.

Student-Athlete Summer School Aid

Overview:

Summer financial aid for student-athletes is a privilege and not a right. The primary intent of summer aid is to help student-athletes progress towards graduation. Thus, generally only classes that are degree applicable will be approved for summer financial aid. If a student-athlete needs summer school because he/she has failed or withdrew from classes the department previously paid for, the student-athlete may be responsible for paying for the class him/herself and their athletic aid request may be denied.

Facts about Summer School Aid:

Quick Facts:

- 1) Student-athletes who received athletically-related financial aid during the previous academic year may receive the same proportion of athletically-related financial aid that they were awarded during the previous academic year.
- 2) Student-athletes who did NOT receive athletically-related financial aid during the previous academic year may receive athletically-related financial aid to attend summer school only if the student-athlete has been awarded athletically-related financial aid for the following academic year and the athletically-related financial aid is in proportion to what the student-athlete will receive the following academic year.
- 3) Financial assistance for summer school is not guaranteed. Final approval will come from the Director of Athletics/Designee.

Room and Board:

- Will only be awarded for a maximum of eight (8) weeks (\$TBD per week/max stipend - \$TBD).
- Will only be given for the number of weeks a class meets.
- Will only be given for online classes if the student-athlete is residing at his/her school (UW) address for the duration of the time he/she is taking the class.
- Will not be given for study abroad.
- Will only be given for unpaid internships.
- Will be given for independent study courses based on the following:
 - 1 hour independent study – 2 week stipend (if applicable)
 - 2 hour independent study – 5 week stipend (if applicable)
 - 3 hour (or more) independent study – 8 week stipend (if applicable)

Classes:

- The athletic department will determine what classes you will be awarded summer aid. Factors such as graduation requirements, length of the class (number of weeks), credit hours awarded for the class, etc. will all be taken into consideration.
- Student-athletes must meet department requirements to take online courses.

- To be considered for summer aid for study abroad you must meet the following requirements: written request, cumulative GPA of 3.0 and junior standing. If approved for study abroad, the department will only pay for tuition up to the number of hours approved and equivalency.

Reminders:

- If you are awarded summer aid and you earn a grade lower than a C (*unless a grade of "D" is applicable to your degree program*), **you may be responsible for reimbursing the department for the cost of that class (including the cost of tuition, fees and books associated with that class)**. Please note that room and board (if applicable) will be *excluded* from any reimbursement (i.e., a student-athlete will not have to reimburse any room and board monies he/she received).
- If you withdrawal from a class after the 1st day of class without the prior approval of the Office of Academic Support **you may be responsible for reimbursing the department for the cost of that class (including the cost of tuition, fees and books associated with that class)**. Please note that room and board (if applicable) will be *excluded* from any reimbursement (i.e., a student-athlete will not have to reimburse any room and board monies he/she received).
- For those who are awarded room and board, stipend checks will be distributed at the beginning of each month (approximately), depending on the dates of your class.
- All applications will be reviewed on a case-by-case basis with final approval coming from the Director of Athletics/Designee.

Exhausted Eligibility (5th Year) Application

Academic Year: 2023-24

Sport: Men's Golf

Created: 7/20/2023

Created By: Peter Prigge

Exhausted Eligibility (5th Year) Application

Name: Peter Prigge

W#:

THIS VALUE IS REQUIRED.

Sport:

THIS VALUE IS REQUIRED.

Home Street Address: 1000 E. University Avenue

City: Laramie

State: Wyoming

Zip: 82071

(All information pertaining to this application will be mailed to this address)

DEFINITION:

The "Exhausted Eligibility Scholarship" is defined as athletic financial aid awarded to a student-athlete who has exhausted his/her eligibility and is in his/her fifth consecutive year of full-time undergraduate collegiate enrollment immediately following completion of his/her fourth year of intercollegiate competition. Should a student-athlete be granted an "Exhausted Eligibility Scholarship," they will receive the same athletic equivalency that was awarded during their final year of competition.

CRITERIA:

1. The student-athlete has completed his/her eligibility for competition within four years of his/her initial date of enrollment as a full-time student;
2. The student-athlete is currently receiving athletic financial aid;
3. The student-athlete has competed at the University of Wyoming for at least the last two years;
4. The student-athlete has no eligibility remaining in his/her primary sport, is not receiving any other athletic financial aid and will not be competing in a second intercollegiate sport;
5. The student-athlete is in good academic standing (i.e., would be eligible for competition if he/she had eligibility remaining).
6. The student-athlete can graduate within the next academic year (including summer). This must be documented (**in writing**) by the student-athlete's Campus Advisor and attached to this application. The document **MUST** include the expected graduation date and the classes/hours needed to graduate.
7. The student-athlete has **NOT** previously received an "Exhausted Eligibility Scholarship;" **AND**
8. The student-athlete was **NOT** medically disqualified during or before his/her junior year.

SHOULD THE STUDENT-ATHLETE NOT MEET ALL THE CRITERIA OUTLINED ABOVE HIS/HER APPLICATION MAY BE DENIED.

COMMITMENT:

1. Be enrolled in at least a full-time academic schedule for the duration of the grant;
2. Maintain at least a 2.00 each semester and cumulatively for the duration of the grant;
3. Successfully complete each class (see below).
 - If the student-athlete earns a grade lower than a C (*unless a grade of "D" is applicable to his/her degree program*), **he/she may be responsible for reimbursing the department for the applicable costs associated with that class/classes (including the cost of tuition, fees, books, room, board and cost of attendance)**
 - If the student-athlete withdraws from a class/classes without the prior approval of the Office of Academic Support **he/she may be responsible for reimbursing the department for the applicable costs associated with that class/classes (including the cost of tuition, fees, books, room, board and cost of attendance)**
4. Maintain all NCAA, MWC and UW eligibility standards required for competition in intercollegiate athletics;
5. Be subject to all UW Athletic Department policies/regulations (e.g., Substance Abuse Policy, Student-Athlete Statement, etc.).
The student-athlete will complete compliance paperwork (similar to what you have done in the past) at the beginning of the fall semester; **AND**
6. Work a minimum of 5 hours a week during the academic calendar for the Athletic Department as determined by the Office of Academic Support (OAS). Such work will not interfere with the student-athlete's academic schedule nor exceed 20 hours a week. Please note that this is **not** applicable if the student-athlete is completing his/her degree outside of Laramie (e.g., Study Abroad, student teaching, etc.).

SHOULD THE STUDENT-ATHLETE FAIL TO MEET THE ABOVE COMMITMENTS HIS/HER ATHLETIC AID MAY BE CANCELED.

By signing below I acknowledge that I have read and understand the information outlined above. Furthermore, by signing below I attest that I meet all the criteria for an "Exhausted Eligibility Scholarship" and that I will adhere to all the conditions listed in the "Commitment" subheading.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT MEDICAL DISQUALIFICATION (DQ) POLICY/PROCESS

Policies:

- A. The physicians at Premier Bone & Joint Centers, Inc. and the UW Team Physicians are the official doctors of the University of Wyoming. As such, **only these physicians** can medically disqualify a student-athlete from participation in intercollegiate athletics. A student-athlete will ***NOT*** be medically disqualified based upon the opinion of an “outside” physician.
- B. Upon being medically disqualified, the student-athlete must meet with the Compliance Office to sign the appropriate paperwork via ARMS Recruiting Software. The student-athlete will then meet with the Assistant Athletic Director for Academic Services at which time he/she will discuss a probable work schedule (see **Commitment** below).
- C. Any student-athlete that has been medically disqualified during or before his/her junior (3rd) year shall not be eligible for an “Exhausted Eligibility Scholarship.”
- D. A medically disqualified student-athlete shall receive an athletic grant for **a maximum** of 10 semesters **OR** until he/she receives their undergraduate degree (which ever comes sooner). The athletic department will **NOT** pay for a medically disqualified student-athlete to attend graduate/post-graduate school.
- E. *Generally*, a medically disqualified student-athlete will ***NOT*** be approved to for athletic aid to attend summer school.
- F. Exceptions to this policy may be made by the Director of Athletics/Designee.

Commitment:

A student-athlete who is medically disqualified from participation in intercollegiate athletics will commit to the following:

- 1. Be enrolled in at least a full-time academic schedule for the duration of the grant.
- 2. Maintain at least a 2.00 each semester and cumulatively for the duration of the grant.
- 3. Maintain all NCAA, MWC and UW eligibility standards required for competition in intercollegiate athletics.
- 4. Be subject to all UW Athletic Department policies/regulations (i.e., Substance Abuse Policy, Student-Athlete Statement, etc.). The student-athlete will complete compliance

paperwork (similar to what you have done in the past) at the beginning of the fall semester. Compliance paperwork must be completed before any funds will be disbursed.

5. Work a minimum of 5 hours a week during the academic calendar as determined by the Office of Academic Support (OAS). Such work will not interfere with your academic schedule nor exceed 20 hours a week. Please note:
 - The work requirement is ***not*** applicable if you are completing your degree outside of Laramie (i.e., Study Abroad, student teaching, etc).
 - You will work in the OAS or in another area as determined by the OAS. The work may be within or outside the athletic department. The OAS is happy to work with you to obtain hands-on experience in your area/s of interest.
 - If you choose to work in the OAS your duties will include, but not be limited to, performing general clerical duties (e.g., filing, shredding, etc.), assisting the OAS staff with various projects and maintaining/updating the OAS TV display. If you are working in an area outside of the OAS your duties will vary. Regardless of where you work (i.e., whether within or outside the athletic department) the OAS will monitor you to ensure the parameters of the “Medical Disqualification” commitment are met.

Should the student-athlete fail to meet the above commitment guidelines, his/her grant may be canceled. A letter will be issued to the student-athlete at the time of medical disqualification, stating the above terms and advising him/her that the grant can be canceled. The letter will be signed by the student-athlete during his meeting with the Compliance Office.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT SPECIAL ASSISTANCE FUND (SAF) GENERAL GUIDELINES

Overview

- The SAF is a limited fund (i.e., it only has a specific amount of money in it each academic year) and is on a “first come, first serve” basis. There is a possibility that even if a student-athlete meets the criteria to use the SAF, he/she will be denied due to lack of available funding.

Living Stipends for Mandatory Summer Athletic Activity

- Student-athletes participating in mandatory summer athletic activities may be eligible for living stipends paid from the SAF. To qualify for this policy, the following parameters must be met:
 - The student-athlete must be required by the applicable sport’s coaching staff to participate in mandatory summer athletic activities, as defined by NCAA bylaws;
 - The student-athlete must have completed their undergraduate degree and is pursuing a second undergraduate or graduate degree while participating as a competing student-athlete (i.e. the student-athlete must have eligibility remaining in the next applicable fall term); and
 - The student-athlete may choose to not take summer classes and may still receive living stipends.
- Student-athletes receiving living stipends from the SAF via this policy shall be provided with up to eight (8) weeks stipends (stipends will only be provided for weeks in which the student-athlete is *required* to participate in mandatory activity).

Health and Safety Expenses

- All student-athletes (regardless of whether they receive athletic financial aid, Pell monies, etc.) are eligible.
- The Deputy Director of Athletics will review all requests for medical expenses (including dental, mental health and vision) with the Sports Medicine Department.

Personal or Family Expenses:

- Generally, personal expenses are provided for student-athletes via their athletics scholarship (which includes portions based on “cost of attendance” monies). However, in extreme circumstances (e.g., death or severe illness of a family member or other similar personal hardship) SAF may be utilized.

Institutional Academic or Programming Enhancements

- All student-athletes (regardless of whether they receive athletic financial aid, Pell monies, etc.) are eligible.

ALL REQUESTS WILL BE REVIEWED ON A CASE-BY-CASE BASIS BY THE DEPUTY DIRECTOR OF ATHLETICS.

University of Wyoming Honor Roll

Undergraduate students who achieve high scholastic grades are honored by being placed on either the President's Honor Roll, Provost's Honor Roll, or the Dean's and Freshman Dean's Honor Roll. The requirements to be met to attain these honors are:

1. A student must be enrolled in a minimum of 12 credit hours, graded on the basis of A, B, C, D, or F, with no grades of X.
2. To be named to the Provost's Honor Roll, undergraduate students must complete a minimum of six (6) hours, but few than 12 UW semester hours.
3. A grade point average of 4.0 for the President's Honor Roll.
4. A grade point average of 3.25 or better for the academic Dean's Freshman Honor Roll.
5. A grade point average of 3.4 or better for the academic Dean's Honor Roll for regularly enrolled undergraduates above freshman standing.

Division of Intercollegiate Athletics Awards

University of Wyoming Varsity Letter Award

As a Wyoming student-athlete you may receive a varsity letter award for your participation in intercollegiate athletics. Guidelines for receiving an award will be dictated by your head coach. After a recommendation from your coach, you will receive a jacket your first year, and if you qualify during your senior year, you will receive a senior ring. For guidelines regarding your sport, please contact your head coach.

Admiral Emory S. Land Award

Under present committee policy, the award is open to any University student-athlete who has completed his or her athletics competition during the preceding academic year. The choice will be made based on the following criteria:

1. Outstanding achievement in intercollegiate competition.
2. Personal conduct on and off the field and influence on team morale.
3. Academic standing with significant progress toward a degree.

The University Athletics Committee will consider qualifications and vote on candidates who have shown success in the classroom, campus activities, organizational memberships, etc., in addition to their athletics involvement. Nominations will be requested in early fall of each respective year.

MWC Scholarship Awards

The awards listed below will be given to those student-athletes participating in any NCAA recognized sport.

Scholar-Athlete Award

The Scholar-Athlete Award is the most prestigious academic award conferred by the Mountain West Conference. The award will be presented each spring to student-athletes who meet the following criteria:

1. Have completed at least two semesters or three quarters at the certifying institution;
2. Have earned at least a 3.5 cumulative grade-point average; and
3. Have competed in at least one varsity contest.

Academic All-Conference

Student-athletes who participate in a sport in which the Mountain West Conference sponsors a championship shall be named Academic All-Conference provided they meet the following criteria:

1. Have participated significantly in at least 50 percent of their team's contests; and
2. Have earned a cumulative grade-point average of 3.0 at the certifying institution.

Mountain West Scholar-Athlete of the Year Award

Two awards shall be presented annually to the male and female student-athletes who best exemplify the term "scholar-athlete" by achieving excellence in academics, athletics and community/campus service over the course of their career. The awards shall be presented to one male and one female student-athlete who meet the following criteria:

1. Participated in a Mountain West sponsored sport;
2. Exhausted athletics eligibility in all varsity sports in which they participated;
3. Academic Achievement: All nominees shall have earned at least a 3.5 cumulative GPA at the recommending institution (including undergraduate and graduate work);
4. Athletics Achievement: All nominees shall have demonstrated athletics achievement and brought recognition to his/her institution; and
5. Community/Campus Service: All nominees shall have demonstrated significant contributions to the campus or community through service opportunities.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT OFFICE OF ACADEMIC SUPPORT (OAS)

Overview

The University of Wyoming recognizes the special needs of today's Division I student-athlete and has made the commitment to address those needs with a comprehensive academic support program. The UW Athletics Office of Academic Support (OAS) offers programs designed to help each student-athlete achieve their athletic and academic goals. The entire staff is dedicated to providing comprehensive services to ensure a successful student-athlete experience - academically, personally, vocationally and athletically.

The following staff members' offices are located in the High Altitude Performance Center (HAPC):

- Matti Maisel, Assistant Athletics Director for Academic Services
Sport Oversight – Volleyball, M/W Golf, W Tennis, M/W Track & Field/Cross Country, Spirit Squad, Rodeo
Phone: 766-5571
- Addi Henry, Academic Coordinator
Sport Oversight – Football, Wrestling
Phone: 766-2391
- Delaney Mullins, Academic Coordinator
Sport Oversight – Football, Soccer
Phone: 766-4960
- Garrett Shibliski, Academic Coordinator
Sport Oversight – Football
Phone: 766-4090
- Riley Vanderveen Academic Coordinator
Sport Oversight – Men's Basketball, Women's Basketball, M/W Swimming & Diving
Phone: 766-4077
- TBD, Academic Coordinator
Sport Oversight – TBD
Phone: TBD

The UW Athletics Office of Academic Support offers a full range of services in the following areas:

Academic Advising

Student-athletes have the privilege of priority registration with campus. All student-athletes are asked to take advantage of this opportunity in order to meet their practice and competition scheduling requirements.

Student-athletes will receive academic advising from their respective college (e.g., College of Education, College of Business, etc.). Student-athletes that have not declared a major utilize the Advising, Career and Exploratory Studies Center (ACES). OAS staff supplements campus advising by: (1) double-checking schedules to ensure NCAA academic requirements will be met and (2) by assisting student-athletes in scheduling appropriate courses with regards to practice/competition schedules. Student-athletes are reminded to use their college advisors to select the courses that lead to graduation.

The OAS is always available to assist student-athletes with any academic concern, most importantly, pre-advising schedule development.

Policy on Student-Athlete Withdraws – Student-athletes are strongly encouraged to complete all attempted coursework each semester. However, in instances that a student-athlete may need to withdraw from a course, the Academic Coordinator will advise based on the athletic department policy (described here). One time during an athletic scholarship student-athlete's academic career, he/she will be permitted to withdraw from a class without financial penalty. Any subsequent course withdrawals will be billed to the student-athlete at the rate of expense incurred by the athletic department as covered under the student-athlete's athletics scholarship.

The Director of Athletics/Designee may waive this policy if:

1. A student-athlete demonstrates that he/she has worked diligently in the class and struggled because of difficulty understanding the material as confirmed (in writing) by the course professor. Factors such as class attendance, timely completion of assignments/quizzes/ tests, class participation, etc. will all be considered.; OR
2. A student-athlete's academic eligibility is at risk.; OR
3. Other extenuating circumstances occur which negatively impact the student-athlete's ability to successfully complete the class.

Academic Development

The core of the OAS is the tutorial and mentor program. A qualified staff of tutors and mentors assist students in clarifying course materials and, in the case of travel, helping students catch up on missed material. Additionally, attention is given to each student-athlete in the development of his/her class schedule. All student-athletes must take a minimum of 12 hours of degree applicable classes each semester (or full-time status for applicable graduate program).

Study skills assistance is available for those who need special help in areas including test preparation, note taking, and time management techniques.

Finally, each student-athlete's academic progress is closely monitored during the semester for such things as attendance, current grade and class participation. Deficiencies in any of these areas will be addressed with student-athletes on a case-by-case basis.

Career Development

Obtaining a college education is crucial in preparing an individual for meaningful professional opportunities. Choosing a major is a challenging task considering the multitude of possibilities. Career development is available to assist student-athletes in major selection that can lead to a desired career. The OAS continues to establish a career network that assists student-athletes in securing meaningful employment after graduation.

Community Service

Student-athletes are encouraged to get involved with the local community as time permits. The OAS publicizes volunteer opportunities and organizes events that link the needs of the community with UW athletics. This helps to create goodwill and a positive student-athlete image within the community. Annual projects include, but are not limited to, reading to children, Student-Athlete Advisory Committee (SAAC) Winter Holiday Party and participating in the Toys for Tots program.

Mentoring

A mentoring program is available for student-athletes who would benefit from additional one-on-one time with a mentor. Student-athletes are paired with a mentor to provide guidance in various aspects of their lives, including academics, time management, stress management, etc. Coaches/staff/student-athletes should communicate with their respective Academic Coordinator if a specific student-athlete could benefit from the program.

Personal Growth and Development

This component of the student-athlete development program consists of presentations and workshops that address the needs and concerns of today's student-athletes. Presentations feature issues such as cultural diversity, substance use, sexual assault/awareness, etc. The OAS provides student-athletes with information that subsequently allows them to make informed choices.

The OAS hosts mandatory Mental Health and Alcohol screenings annually as part of the *Excellence at 7220* program. Additional programming is developed based on opportunity and the needs of the student-athletes. These programs may include seminars and/or workshops in such areas as interview techniques, money management, communication skills, test-taking strategies, time management and many other pertinent areas. The program also provides opportunities to get involved in the community as well as establish relationships with a network of companies that may provide future employment.

Study Halls

Many coaches require freshmen and some upper-class student-athletes below a specified cumulative grade point average to attend OAS study hall hours. Student-athletes who are required to attend are monitored by the OAS staff. A report outlining dates/times a student-athlete attended study hall is provided to the appropriate coaching staffs on a weekly/bi-monthly basis.

Tutoring

Individual tutoring in all subjects is available to every student-athlete free of charge. All student-athletes are strongly encouraged to use tutors early and frequently.

OAS tutors consist of excellent students (undergraduate and graduate) and community professionals who have been highly recommended by individual department faculty members, chairpersons and deans. Tutors chosen to work with student-athletes are trained to maintain confidentiality, work on a one-to-one basis while reinforcing a positive attitude and to maintain the highest standard of academic integrity. Student-athletes are advised to use tutoring to improve learning and not as a substitute for studying or class attendance. Student-athletes are expected to review and complete all required reading prior to a tutorial session and be prepared for further learning and clarification.

Student-athletes and staff are required to be on time and prepared for all appointments. If a student-athlete is running late, at the 5 minute mark tutors must notify the AC or study hall monitor in person so that they can help track the student-athlete down. It is not a tutor's responsibility to find a late student-athlete.

Tutors must provide a 15-minute window for a late student-athlete to arrive, but should wait no longer than 30 minutes. If a student-athlete misses a scheduled appointment without communication, it is considered a no-show and it is the tutor's responsibility to send a No-Show Report through PENJI and to get the initials of a full-time staff member on their timesheet where the student-athlete would have initialed. Tutors must be informed of a cancelled appointment by the Tutor Program Coordinator or Academic Coordinator a minimum of 24-hours in advance for an appointment not to count as a no-show. Tutors will be paid for 30-

minutes of their time for all appointments that were not cancelled within 24 hours of the scheduled appointment or for appointments that were missed by the Student-athlete (no-show), granted the tutor follows the proper procedure. Student-athletes will not be excused for self-reported no-shows.

Tutor no-shows and tardiness will be documented in their personal file. Excessive no-shows and tardiness may affect a tutor's future assignments and their involvement in the OAS Tutor Program. If a tutor needs to cancel an appointment, he/she must contact the Tutor Program Coordinator or Academic Coordinator to notify them as far in advance as possible.

Charging Student-Athletes for No-Shows

Student-athletes are permitted one no-show per term (i.e., Fall, Winter Session, Spring, Summer) before they are charged. For each subsequent no-show tutor-appointment, the student will be charged \$10. Student-athletes will not be charged for no-shows that are approved by their Academic Coordinator (e.g. personal or medical emergency). If a missed appointment results in a no-show because of an athletic or academic conflict (e.g. meeting with a professor, visiting an athletic trainer, practice running late, etc.), it is the responsibility of the student-athlete to provide proper documentation from the other party to their Academic Coordinator to excuse the absence.

The Tutor Program Coordinator sends a PENJI "end of the semester" report to the Athletics Financial Aid Coordinator. Charges for missed tutor appointments will be applied to student-athlete accounts following each semester. These charges will be subsequently deducted from student-athletes' stipend checks or will appear as a balance, should the student-athlete receive a scholarship amount that does not provide them a stipend check.

Student-Athlete Academic Responsibility

The University of Wyoming and the OAS provide you with academic support as you pursue your degree. Each student-athlete determines the course of his/her academic career. Please be responsible in your academic pursuits and always ask if you have questions.

The OAS offers an array of support services and guidance as you progress towards graduation. You are responsible for understanding your eligibility and major "progress toward degree." Please familiarize yourself with major course requirements and take an active role in course scheduling, semester by semester, with campus advisors and OAS staff. Campus advisors are less aware of applicable NCAA rules, so it is imperative that you go over your schedule with your Athletics Academic Coordinator to make certain that every course (within the minimum requirement of 12 hours) counts toward your degree.

OAS Policies and Procedures

Academic Dishonesty

The University community regards academic dishonesty (whether formal or informal) as a serious offense. An act is academically dishonest when, and only when, it is an act attempted or performed in order to misrepresent one's involvement in an academic task in any way. Such conduct will result in imposition of sanctions pursuant to University Regulations. Additionally, each student-athlete signs off on the Athletic Department's Policy on Academic Dishonesty. This policy not only defines academic dishonesty (per University Regulations) but outlines the additional athletic department sanctions that may be assessed based upon a conviction of or credible evidence of academic dishonesty.

Plagiarism is the most common form of academic dishonesty. Plagiarism includes taking someone else's words and/or ideas and using them as your own without giving proper credit to the original source. It may be unintentional, however consequences for plagiarizing can range from failing the assignment to failing the course. Repeated academic dishonesty offenses may result in dismissal from the University.

Employ quotation marks and identify the author and publication when the exact wording in an article or book is essential to your paper. Give credit to another author's ideas, even if you are not quoting word for word. Never, under any circumstance, turn in a paper that you haven't written yourself. Read expansively and comprehensively and come to your own conclusion. Trust your opinions and do not be afraid to ask your instructor questions regarding plagiarism. Please make sure that you ask your instructor to clarify which citation format is required or preferred for applicable assignments.

Other major forms of academic dishonesty include using the same paper for more than one class without prior approval from your instructor and cheating on exams.

Admissions

All admissions concerns and procedures are coordinated through the Assistant AD for Academic Services. All official transcripts (high school, junior college or 4-year school) must be on file with admissions before a student will be considered formally admitted. For high school students, all final transcripts should be requested by the student to be sent immediately to the University of Wyoming and the NCAA Eligibility Center after all grades are posted and graduation is *officially listed on the transcript*. For transfer students, transcripts from every previously attended institution need to be sent to University of Wyoming Admission. For transfers and bringing in transferrable credit, please ensure your Associates degree is posted on the transcript. Additionally, all transfer students must also be registered with the NCAA Eligibility Center to determine their amateur status and applicable NCAA academic certification.

Changing Your Class Schedule (Dropping and Adding Classes)

Any change to your class schedule (add/drop) must have the prior approval of your Academic Coordinator. All student-athlete accounts have “holds” relating to enrollment. These “holds” negate a student-athlete’s ability to make schedule changes without prior approval (the “holds” have to be lifted in order for changes to be made). This process is done to ensure student-athletes are in the proper classes for NCAA rules purposes and UW graduation.

Changing Your Class Schedule (Withdrawing from Classes)

As with dropping and/or adding classes, the process begins with your Academic Coordinator. Because withdrawal requests can be made via an online form and without an Academic Coordinator’s knowledge, the Office of the Registrar (OTR) forwards any online withdrawal requests made by a student-athlete to the Assistant AD for Academic Services for approval. In the event that a paper withdrawal request is submitted to OTR, notification of the request will be made to the Assistant AD for Academic Services and a decision rendered. It is the ultimate responsibility of the student-athlete to share any schedule changes with his/her Academic Coordinator *before* they are made. Student-athletes should be aware of the financial implications of withdrawing from a course (see [Policy on Withdraws](#), above).

Courses Taken at Other Institutions

The University of Wyoming only transfers hours and not grades for courses taken at other institutions following your initial enrollment. Please work with your Academic Coordinator if the courses you are planning on taking are transferable and are applicable for eligibility and/or graduation.

Excused Absence Policy/Process

Per University of Wyoming Regulations, participation in university-sponsored activities (e.g., intercollegiate competition and related activities) is considered an authorized (excused) absence. The OAS staff sends authorized absence notifications to applicable instructors through NAVIGATE. In addition, the OAS staff advises student-athletes to provide all instructors a copy of their travel schedule for the season at the beginning of each semester. It is the student-athlete’s responsibility to make arrangements for make-up assignments or missed exams as a result of athletics participation.

Please Note:

- Participation in practice, conditioning/lifting weights, attending team meetings, etc. is NOT university-sponsored activities and does NOT constitute an authorized absence.

Incomplete Grades

If a student-athlete is going to receive an “Incomplete” in a class, the following process will be utilized:

- The Academic Coordinator must receive written correspondence from the professor (an email is sufficient, but must be addressed to the Academic Coordinator, not the student-athlete).
- The written correspondence is forwarded to the Assistant Athletic Director for Academic Services for review and documentation will kept on file.
- The written correspondence must include the following:
 - Explanation that the student-athlete will receive an incomplete in accordance with campus policy,
 - The specific time frame for when the student-athlete is expected to complete the additional/make up course work,
 - when a grade is to be assigned, and
 - Current grade in the class prior to assignment of the incomplete and (this is optional but preferred) the potential grade that may result (maximum improvement).

Nontraditional Course (Correspondence/Independent Study/Internet/Outreach/etc.) Policy

Nontraditional courses (e.g., correspondence, independent study internet, outreach, etc.), while not the most preferred option for class scheduling, are a possibility. However, there must be a valid reason(s) for enrolling in the course/courses (see below) and this rationale must be conveyed to the student-athlete’s Athletics Academic Coordinator. The Athletics Academic Coordinator will discuss the request(s) with the Assistant AD for Academic Services and (and the Director of Athletics/Designee if necessary) and render a decision.

Valid reasons for taking internet/outreach courses include, but are not limited to, the following:

- Course is needed for graduation in immediate term and course is unavailable at any other time.
- Schedule class time (on-campus) causes conflict with practice time, travel time and/or competition.
- Course meets multiple USP requirements and is offered in current term.
- Course is only offered over the internet/via outreach and can be utilized to meet graduation requirements.

Please Note:

- Per NCAA rules, nontraditional courses can be used to meet the minimum 12 hour enrollment requirement for competition provided the following conditions are met:

- (a) The course is available to any student at the institution;
- (b) The student-athlete enrolls in the course in the same manner as is available to any student;
- (c) Enrollment in the course occurs within the institution's regular enrollment periods (pre-registration or drop-add period) in accordance with the institution's academic calendar and applicable policies and procedures; and
- (d) The course is conducted during the institution's regular academic schedule (term time) in accordance with the institution's academic calendar and applicable policies and procedures.

Obtaining an Advisor

Student-athletes that are “undeclared” are assigned an advisor in the ACES. Once a major is declared, a faculty/staff advisor will be assigned within your major. Student-athletes interested in changing their major must meet with their previous advisor and complete the proper paperwork with the Office of the Registrar. Your Academic Coordinator will assist you with pre-advising and will be a source for questions regarding registration, advising, etc.

Official Visits/Prospective Student-athletes

Any prospective student-athlete (PSA) being provided an official visit will be evaluated by the Compliance Office/OAS. High school students must provide applicable transcripts and test scores (if available). Transfers must provide official transcripts from all institutions previous attended (in instances of multiple JCs). All prospective student-athletes must also register with the NCAA Eligibility Center (and be added to the UW IRL) before coming on an official visit. These procedures will allow for a quick and accurate evaluation of the student’s academic record. If a sport program needs a PSA evaluated by the Compliance Office/OAS staff, that must be communicated by the coaching staff. Evaluations may be updated at any time throughout the academic year if additional information is necessary or has been acquired by a coach on a potential at-risk PSA.

Proctored Exams

If a student-athlete needs to have an exam proctored, the following protocol will be utilized:

- Option 1 (preference) – Professor proctors exam at a different date/time
- Option 2 – FAR/Designee* (as determined by FAR) proctors exam (must have written approval from Professor to proctor)

Repeating a Course

Many factors are evaluated before a student-athlete repeats a class (including eligibility, degree applicable information, etc.). The respective Academic Coordinator will evaluate all potential concerns and advise the student-athlete and coaching staff accordingly.

Tutors

Tutors are available by appointment during OAS operational hours. Student-athletes that need additional help may schedule appointments with tutors (and OAS staff) outside of the scheduled days and times. Available tutors will be kept on file by the OAS staff - student-athletes that need a tutor at any time must contact their Academic Coordinator.

All tutors are hired by the Assistant Athletic Director for Academic Services and Tutor Coordinator. We are unable to pay a tutor until they have followed the proper hiring procedures. Should you know of any prospective tutors, please send them to the Office of Academic Support as soon as possible.

Excellence at 7220 Program & UWYO Classes

The *Excellence at 7220* (E7220) program provides life skills support in the areas of academics, athletics, personal development, career development, and service through the distribution of accessible resources, strategic partnerships and customized programming **at little or no expense to member institutions**. The E7220 program, resources and events are designed to promote student-athlete well-being and development and provide an overall positive experience for student-athletes.

All student-athletes receiving a minimum of a 60% scholarship will be mandated to take UWYO classes (1050, 3010, and 3050). Exceptions may be made by the Director of Athletics/Designee. Adjustments will also be made for transfer student-athletes, etc. (i.e., they may not be required to take all three UWYO classes).

Student-Athlete Advisory Committee (SAAC)

The Student-Athlete Advisory Committee was created to facilitate greater interaction between the UW athletics administration and student-athletes. This relationship helps enhance the student-athlete's experience. The committee is comprised of at least one member from each of the 17 intercollegiate teams represented at the University of Wyoming. Each SAAC member serves as a liaison between the committee and his or her individual team. Student-athletes community service opportunities include going to local schools and speaking to students of all ages on issues such as the importance of education, sports, and "saying no" to drugs. Student-athletes gain valuable personal and professional experience while providing a valuable service to our community.

OAS Study Hall Overview

OAS Study Hall Procedures

1. The OAS Staff monitors all study hall hours in the High Altitude Performance Center (HAPC). All hours must be completed in the HAPC or another location with an Academic Coordinators *prior* approval.
2. Student-athletes that are required to complete study hours must swipe their student ID cards when entering and exiting the facility.
3. Social media usage is prohibited in OAS during study hall hours.

Study-Area Rules

1. Only clear liquids (water) will be allowed in the OAS during study hall.
2. No tobacco (smokeless, cigarettes, etc.).
3. Please be quiet and respectful of other student-athletes utilizing the space.
4. All conversations with other student-athletes regarding assignments and projects should be done outside the study area or in designated study rooms.
5. Please consider that other student-athletes are studying while using OAS computers.
6. Do not access inappropriate websites or utilize inappropriate screen savers (Inappropriate material will be determined by the staff).

In an effort to assist incoming student-athletes in time management, mandatory evening and/or daytime study tables are implemented on a sport-by-sport basis. Coaches may require attendance on both a team and individual basis. Evening study hall is conducted in the academic support area Sunday afternoon from 12-5 (pm), Monday through Thursday from 8 am -10 pm and Friday from 8 am-5 pm.

Evening Study Hall Rules

1. Student-athletes must be prepared to study.
2. Bring homework and assignments each night. Tutors are available to assist you with your work during evening hours and on an on-call basis. Student-athletes must be prepared for each tutor session.
3. If you are healthy enough to attend practice/team activities (workout, etc.), you are expected to attend OAS study hall hours.
4. Any unexcused absences from OAS study hall hours (illness) must be excused by sports medicine staff by noon the following day. If not,
5. Let the OAS staff know by 5 pm if you are ill.
6. Your study hours are critical to your success. Please use them wisely.

Fall 2023 Study Hall Hours

- **Study hall (day and evening hours) will be open during the following times:**

Sunday:	12:00 pm - 5:00 pm
Monday:	8:00 am - 10:00 pm

Tuesday:	8:00 am - 10:00 pm
Wednesday:	8:00 am - 10:00 pm
Thursday:	8:00 am - 10:00 pm
Friday:	8:00 am - 5:00 pm

Hints for Academic Success

A student-athlete's academic success is enhanced if he/she makes a strong commitment to his/her studies. While the expectations are high for academic success and you are managing many daily tasks (practice, meals, rehab, treatment, etc.), your success is crucially important to your future endeavors. Below is a list of tips and tricks for future academic success.

1. Attend Class.

Instructors usually test on materials that have been covered during class lectures. It is important that you attend so that you can take notes and receive hand-outs that will appear on future exams. If you are going to miss class for travel/competition, alert your instructors ahead of time. You may want to become acquainted with a fellow classmate so you will be able to receive any missed information that was covered while you were away. Your Academic Coordinator will have an authorized absence slip that you need to show your instructor when you are excused. It is also suggested that at the beginning of each semester you provide instructors a travel schedule from your sport. If possible, get your assignments in advance and determine when the work is due. Let your instructor know when you are ill and be prepared to display a doctor's excuse if it is requested. Your class attendance may be one of the criteria used by your instructor when assigning final grades. Although some instructors say class attendance is not mandatory, attendance is strongly recommended. In addition, your coach may have attendance requirements (and associated penalties for unexcused absences).

2. Go to class prepared and ready to participate.

Please complete all reading and written assignments prior to the deadline. If you go to class unprepared, it is often difficult for you to understand the material being covered. Your instructor may see this as negative behavior and it may influence your grade. It is difficult to catch up once you are behind. Work in advance for your classes so you do not fall behind. Check your syllabus before each class to make sure you have the required books and materials. Ask for help from your instructor, Athletics Academic Coordinator, tutor, or coach. **If you are having issues in a class, please communicate with someone.**

3. Get to know your Instruction – Make small efforts to build that relationship

Introduce yourself to your instructor. If questions arise regarding materials in the class, do not hesitate to contact the instructor. Your instructor is interested in your classroom performance and is there to assist you with any course-related materials. Be courteous and address your instructors by "professor" or "doctor" unless they have requested otherwise. Be sure to find out where each one's office

is located, what the office hours are, and their phone number. Do not call your instructor at home unless it is an emergency. Make appointments to see your professor the moment you feel lost or confused in class. Try to talk with your instructor in private. They are usually over-loaded immediately before and after class. Make an appointment so that you can spend quality time together (and shows that you care). Ask instructors for clarification in the areas you are having trouble. Ask about test formats and the material that will be covered. Tests are much easier to study for if you know whether they will be multiple-choice, essay, open- or closed-book, etc. Many instructors will tell you how to study for their tests if you ask. Most instructors are willing to help you in any way they can provided you show a willingness to do YOUR part.

4. Make a good impression.

Arrive to class on time. Entering class late shows lack of consideration for your instructor and fellow students. Cell phone use should be kept to a minimum (emails/texts, and/or listen to music, etc.). Stay alert and focus on the material that is being covered. Ask questions when material is unclear and participate when appropriate. Turn in assignments on time and do not make excuses. Be responsible and it will be noticed.

5. Don't back yourself into a corner.

If you feel that you are falling behind in class, contact your Academic Coordinator immediately. Your instructors are also available to help. You need to realize that student-athletes do not get special treatment from faculty. Do not be afraid to make appointments to see your instructors. They are here to help you. Make sure that someone knows you need help before you reach the point where you cannot do well in the course.

6. Use tutoring help wisely.

The OAS has tutors in most subjects. Please come prepared when you meet with a tutor. Tutors are here to help you understand assignments and materials, but are not expected to do the work for you. If you require a tutor in a special subject not normally covered, alert your Academic Coordinator as soon as possible.

7. Practice good time management.

Plan each semester. Use a calendar to list the days you have quizzes, tests, and assignments due. List the days you will be absent. Fill out your class schedule for each semester. List review sessions and labs. It is often helpful to make a weekly schedule that includes your classes, practice time, meetings, study time, rest time, etc. It is helpful if you get into a study routine. This will hopefully become a natural part of your day.

A **“To Do” list** is another suggestion. Before you go to bed or when you first wake up, make a “to do” list for the day. Work your way through the list throughout the day. This will help you organize your time so important errands or appointments are not forgotten.

These simple rules should help you become a successful student-athlete at the University of Wyoming. The main point is that we want to encourage you to seek help if you need it. The OAS has the resources for you if you need assistance.

Grade Point Average (GPA) Calculations

Most undergraduate courses have a letter grade system of evaluating academic performance. Each letter grade has a numerical value (i.e., A=4.0) for the purpose of determining your grade point average (GPA). You may want to calculate your own GPA.

Using the numbers from the grading system below, a sample calculation follows:

[Grading System](#) | [Office of the Registrar](#) | [University of Wyoming \(uwyo.edu\)](#)

Grade	Points	Definition
A	4.000	
B	3.000	
C	2.000	
D	1.000	
F	0.000	<i>Failure</i> This may also be assigned as a grade for failure to attend or for failure to officially withdraw from the class.
X	0.000	<i>Incomplete</i> This is intended as a temporary mark pending completion of course work as agreed upon in a signed document.
W	0.000	<i>Withdrawal</i> This mark is assigned when you officially withdraw from either a course or all courses. If you enroll in a class and then stop attending without following the official withdrawal procedure, you will be assigned a grade of F.
S	0.000	<i>Satisfactory</i> This is equivalent to a grade of C or better for all 1000-4999 courses and is equivalent to a B or better for all courses numbered 5000 or above. See the Satisfactory/Unsatisfactory section for more information.
U	0.000	<i>Unsatisfactory</i> Please see the Satisfactory/Unsatisfactory section for more information.

S/U grades are not included in the GPA. A satisfactory (S) grade provides credit toward graduation. An unsatisfactory (U) grade does not.

Cowboy Joe Club

Cowboy Joe Club Mission:

The Cowboy Joe Club, through the financial investment of alumni, fans and friends, is committed to providing the University of Wyoming student-athlete with the opportunity to succeed in the classroom, in competition and in life.

Cowboy Joe Club Statement:

Financial investments made by University of Wyoming alumni, fans and friends to the Cowboy Joe Club's Annual Fund are directly invested in the scholarship and educational expenses awarded to deserving student-athletes chosen to compete in intercollegiate athletics at UW. These expenses are the direct responsibility of the Cowboy Joe Club and its members.

Gifts made through cash payments, matching gifts, appreciated securities, real estate, gift-in-kind, bonds, or trusts to the Cowboy Joe Club's Annual Fund, Athletic Endowment Program or Capital Facility Campaign are used to increase the opportunity of success for UW student-athletes and its respective competitive teams.

Benefits are awarded to UW athletic investors to which are committed to the success of the program through a priority point system which maintains a fair, equitable and consistent process. Benefits include, but are not limited to priority parking and seating at UW Football and Men's and Women's Basketball home games, special pre-game hospitalities, not available to the public single game seating, post-season seating priority, special recognition, and access.

As the primary purpose of the Cowboy Joe Club and its staff is to provide financial support for student-athlete opportunities, it also strives to relay the voice of Cowboy and Cowgirl fans across the state of Wyoming and the entire nation to UW's athletic administration, coaches and student-athletes.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT POLICIES & PROCEDURES FOR EQUIPMENT OFFICE/SUPPORT

Goal: To provide each authorized student-athlete, coach, and staff member with the best possible equipment support for their program or department.

General: Procedures outlined herein are published to assist in achieving maximum effectiveness in our equipment support program. In establishing these procedures, careful consideration has been given to all areas requiring support. Compliance with these procedures will ensure smooth, efficient support for all concerned.

RESPONSIBILITIES

Equipment Manager:

- * Overall support requirements as determined necessary and coordinated by the senior administrative staff and coaches.
- * Security of equipment not issued to individuals or teams.
- * Submission of equipment requisitions after coordination with coaches.
- * Laundry operations as outlined herein.
- * Purchase, maintain, and fit safety equipment based on sport needs and industry standards.
- * Utilize established contracts and team discounts to find products for best price to meet needs for each sport/department. Find alternative vendors when necessary.

Coaches:

- * Communicate program needs and inventory levels.
- * Coordinate in advance (at least 48 hours) all support requirements (to include issues and turn-ins) with the Equipment Manager.
- * Provide Equipment Manager with schedule of all games and practice sessions.
- * Assist Equipment Manager in controlling use and return of necessary equipment items that are on a check-out and return basis.
- * Ensure that all applicable individuals return all equipment issued them when no longer required or at the end of the season.

- * Follow established contracts and buying methods that apply to their sport and equipment needs. When an exception is needed to these contracts and methods, work through their designated sport equipment manager to have them purchase the items needed. Priority is to utilize established contracts and discounts first.

Equipment Issue-Out:

1. All student-athletes must be cleared medically (via Sports Medicine), academically (via the Office of Academic Support) and meet other NCAA rules/regulations (as verified via the Compliance Office) before they are issued equipment. Compliance Office will contact Sport Equipment Manager via email or text in order to issue equipment.
2. Coaches prepare and distribute a sizing list of all student-athletes in order for Sport Equipment Manager to issue equipment if desired. Coach may be in charge of sizing and issuing equipment if so desired.

Sport Specific Items (Jerseys, travel bags, etc.):

1. Will be issued by the Sport Equipment Manager, student manager, or coach.

Equipment Check-In:

1. Any sport-specific items that need to be returned at the end of a season or academic semester should be communicated to Sport Equipment Manager if they are responsible for collection.

Locker Assignment:

The Sport Equipment Manager or Coach, depending on sport, will assign lockers and locks.

Laundry/General:

Any sport that needs/wants laundry done will be issued a laundry loop. General items to be washed (such as apparel, socks, gloves, etc.) will be placed on loop with number or name clearly marked. The loop is then secured by clipping or zipping shut. Leave the loop with your sports student manager (if applicable) or notify the Sport Equipment Manager and it will be washed and returned. Towels will be turned in loose. Equipment staff is not responsible for lost or missing items.

Laundry Procedures - Football:

1. Place dirty items on laundry loops. Place loop in appropriate laundry chute or bin.
2. Football Pants get turned in loose. Place in appropriate laundry bin after practice.
3. Practice Jersey gets turned in loose. Place in appropriate laundry bin after practice.

4. Towels have your locker number on them. Turn them in at towel chute or bin.
5. All of the above laundry will be washed and placed in your issue bin.

Football Equipment Exchange:

Unusable or ill fitting equipment may be exchanged on an item-for-item basis. (If available) the exchange point is located at the equipment window. For incorrect sized items, standard timeline is one week from issue date to exchange.

Letter Awards:

1. All coaches must turn in senior ring list by **October 15** each year for senior ring orders.
2. All coaches must turn in participation list along with letter list to the Communications Office within 30 days of completing the season.
3. Communications Office staff will type up letter award sheet and give to equipment room. The equipment room will contact coach and student-athletes in order to size for awards.
4. After jacket(s) have been ordered and received they will be given to coaches to give to proper student-athlete. Forms must be signed by student-athlete or coach.

Equipment Requisitions:

Based on needs and budget, the Sport Equipment Manager and coaches will determine the equipment to be ordered for next season. Any “Book-Only” items from Adidas must be placed during the appropriate booking window as determined by Adidas. Coaches should forecast roster needs at that time as booking orders are not able to be changed either for increase or decrease in size or quantities.

EQUIPMENT REQUEST PROCESS

1. All equipment will be bid (if necessary) and purchased via established University policies/procedures.
2. The Sport Equipment Manager and the appropriate administrator will approve all equipment purchases.

Security:

Only the Equipment Managers and the Director of Athletics/Designee shall have access to the equipment rooms. Only the Equipment Managers and their assistants are authorized to issue or receive equipment.

Visiting Teams:

Visiting football teams will use room 113 Fieldhouse North locker room and the Fieldhouse men’s staff locker room. Visiting basketball teams will use the visitor locker

room(s) in the Arena Auditorium. Visiting volleyball, soccer and wrestling will typically use the visitor locker room(s) in the Arena Auditorium. However, if there are conflicts, other locker rooms may be assigned.

Officials:

Officials' Dressing Rooms for football, volleyball, basketball, soccer and wrestling are located in the Fieldhouse North, AA and Fieldhouse.

Addendum to Policies and Procedures for Equipment Support:

No equipment orders are to be made unless the orders are approved by the Equipment Manager per the Director of Athletics/Designee. Ample notification must be given to the Equipment Manager on any changes in equipment issue times, game times or cancellation of events (such as practices).

Basic Equipment Room Rules:

1. All equipment is the property of the University of Wyoming.
2. You will be responsible for items that are lost or stolen.
3. Lock your locker at all times.
4. All football equipment will be picked up from the football equipment room or your sports office suite. Some items will be issued directly to your locker. No one will be allowed in the equipment room without permission.
5. Equipment is washed daily. To get your clothes washed please do the following:
 - Put clothes to be washed in your loop. Make sure your locker number is on your loop. Bring loop to the equipment room or sport laundry bin. Laundry will be either in your locker or ready to be picked up the next day.
6. Worn equipment will be replaced. No equipment will be replaced without the old item/s being turned in first.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT COMMUNICATIONS OFFICE POLICIES & PROCEDURES

The University of Wyoming Communications Office provides a number of services to media, fans, student-athletes and athletics department personnel, with publicity of University of Wyoming Athletics and dissemination of information to the media and the Wyoming fan base as its primary functions.

The unit coordinates all information disseminated to local, state, regional and national media via: social media; online content; podcasts, feature stories; weekly media releases; and annual media guides/fact books for each intercollegiate program. The office also coordinates home-game media services, serves as the liaison to television networks and radio networks broadcasting games involving Wyoming Athletics, coordinates interviews, publicizes student-athletes for conference and national athletic and academic honors and advises coaches, student-athletes and athletic administrators regarding media relations issues. Operation and maintenance of the Athletics Department website (GoWyo.com) and coordinating social media content with coaching staffs through the UW Athletics official social media accounts are a vital function of the unit.

Through the utilization of social media content, website content, media releases, video content and other published materials, the unit distributes information regarding each of its intercollegiate sports to fans and media. The dissemination of information continues on a daily basis throughout the year, especially prior to and following each intercollegiate event, home and away.

Members of the unit are in regular contact with the media throughout Wyoming and the region, as well as continued contact with media outlets throughout the country. Such contacts include online, print, radio and television outlets that cover Cowboy and Cowgirl Athletics.

In addition to providing news and updates on each program and its student-athletes, the unit lists as a top priority the promotion of deserving student-athletes for special athletic and academic awards. It also takes a very active role in arranging interviews between members of the media and UW coaches, student-athletes and administrators.

The Communications unit is responsible for the maintenance of all statistical and historical information as it pertains to the Intercollegiate Athletics Department, as well as the department's website. The Creative Services Office maintains historical video materials. Beyond maintenance of statistical record-keeping, the Communications unit also maintains information in the form of newspaper clippings, student-athlete and Athletics Department personnel files, and a collection of Athletics Department publications spanning the years of intercollegiate athletics at UW.

It is responsible for a portion of event management for home events, especially as it pertains to media. A variety of services are provided for media members, including statistical and final result information and postgame press conferences and interview opportunities with Wyoming coaches and student-athletes. In addition, the unit works collaboratively with the Marketing & Branding Office, Creative Services Office and Athletics Ticket Office in developing social media content, promotional campaigns, posters, flyers, recruiting materials and publications including event programs. The unit also assists in developing and maintaining positive relationships with the fan base, Cowboy Joe Club members and the public as they pertain to intercollegiate athletics. Providing interesting and accurate information to existing Cowboy and Cowgirl fans, along with attracting new Wyoming fans, is the goal of the unit.

The unit staff includes the Associate Athletic Director for Communications, the Assistant Athletic Director for Communications, three Communication Coordinators, one Manager of Digital Strategy, the Area Coordinator of Media Relations/Office Manager and several student assistants per semester. A strong internship program through the UW Department of Communications is also in place.

Philosophy

The University of Wyoming Communications Office acts as the official agency for the University and its Athletics Department with regards to the dissemination of all forms of Departmental information. Each member of the unit, whether full-time, part-time, graduate assistant or volunteer, will behave in accordance with departmental, University, Conference and NCAA rules and guidelines.

Promotion of Student-Athletes for Academic and Athletic Honors

The unit will work closely with coaching staffs to promote student-athletes for All-Conference, All-District and All-America honors in each sport. Appropriate forms will be completed at the appropriate times to nominate All-Academic candidates, as well.

Event Reporting Procedures

The unit is responsible for the reporting of results to area media for each home and away event of each intercollegiate athletics program. The individual responsible for the respective sport will arrange with the coach to visit following a competition and disseminate quotes and results to each medium. The reporting procedure is for all home and away events. The official University of Wyoming Athletics website (GoWyo.com) will serve as one means of archiving the results from each event. In addition, the information is also archived in the office's server for future reference.

Guest appearances

Members of the Communications unit are often asked to guest on radio or television talk shows, as well as make special appearances at service clubs or for the Cowboy Sports Network.

Historical Documentation

It is the responsibility of the Communications unit to continue the on-going recording of the history of the Athletic Department. This is done through a thorough maintenance system of statistics, newspaper clippings, files for both student-athletes and Athletic Department personnel, and the collection of publications and documents pertinent to the Athletic Department. The UW Athletics Department Creative Services office is responsible for archiving video content.

Home-Game Management Procedures

The Communications unit is responsible for pre-event information through social media and media releases for each athletics team. It is charged with securing and managing an official group of scorers and timers, as well as a competent statistical crew (computer program and manual) and other necessary personnel. The unit serves as the liaison to all television and radio broadcasts, along with all other media covering UW athletics. The unit is responsible for the game-day checklist for each individual sport that includes supplies, stat forms, timing sheets, as well as pregame notes. The postgame e-mailing of results to the appropriate media also is the responsibility of this unit. The unit prepares rosters for fans in attendance; reviews with the head coach any special introductions, conducts postgame interviews, makes sure that the media area is properly set-up with game packets and that it is operated for maximum professionalism. The unit is responsible for reviewing and assisting in the coordination of game-day management policies and procedures. Among these, but not limited to are: pregame and halftime ceremonies; media row and press box management; postgame interview procedures; media access to all facilities; media parking; television production units; phone lines; public address announcements; release of game information to media; helping coordinate television and radio timeouts with television entities.

Interviews

All interviews between UW student-athletes, coaches or administrators and media members must be coordinated through the Communications unit. If an individual is contacted directly by a media member for an interview, that individual should direct the media member to the Communications unit so that the interview may be officially scheduled. The unit will contact the interviewee by phone or in person. The individual responsible for each sport will work with the respective coaches to implement a procedure for interviews. Student-athletes and coaches will not be available for pregame interviews on game days. Interviews will be conducted either face-to-face or by phone. The unit also is responsible for press conferences, Zoom calls, as well as teleconferences.

involving student-athletes, coaches or administrators. The teleconference is a very important tool for the athletics department in communicating with the state's media as many media are unable to attend press conferences in person.

Media Areas

The Communications unit will coordinate game-day management of the media areas in each venue. Access to such areas will be limited to working media, statistical crews, scouts and essential personnel via credentials issued by this unit. In accordance with NCAA guidelines, there will be no cheering in the media areas. Violation of this rule by a staff member, media member or stat crew personnel may result in disciplinary action.

Media Credentials

Requests for media and photo credentials will be directed to the Communications unit. To ensure consideration, we request that credential requests be submitted as soon as possible but not later than 48 hours prior to the event on the medium's letterhead. Credentials will be granted as space allows. No request will be processed later than noon on game day. Credentials will be either mailed or held at the Will Call window at the stadium, arena or venue hosting the event. Credentials will be issued to working media only. No spouses, friends or children will be allowed in the working media area.

Media Guides/Fact Books

An individual from the unit is assigned to create and prepare for production an online media guide or fact book for each sport sponsored by the department. That individual discusses the guide with the specific coach for that sport as to cover themes, content and deadlines. At all times, adherence to good taste, sportsmanship and compliance with the NCAA regulations/rules will be the rule. While UW Athletics media guides/fact books are produced for online use only, if a publication is printed budgets for each publication must be adhered to closely (a budget is assigned to each sport publication). Any amount above and beyond the designed amount will be absorbed by the particular sport's budget. An estimate of each guide must be obtained before printing may begin.

Outreach

As budgets allow, members of the Communications unit may travel the state of Wyoming for public relations purposes in connection with UW Athletics outreach events. Budget permitting the Associate Athletic Director participates with the Senior Associate Athletics Director for External Affairs and Wyoming Sports Properties in traveling the state of Wyoming meeting with media members in their home communities.

Press Releases

Press releases are produced on a weekly basis and distributed primarily by e-mail for all sports in season. They cover each athletics program in progress and focus on the

upcoming schedule, as well as results from the previous week. Individuals in the unit are assigned sports and are responsible for preparing their sports' press releases. Releases are available by e-mail and the UW website.

Website and Social Media

The ever-growing areas of website content and social media (e.g., Facebook, YouTube, Twitter, Instagram, TikTok etc.) are offering new ways of disseminating information and attracting new fans and recruits. These are areas that were placed under the Communication Office's responsibility beginning in July of 2018. The unit will constantly assess to remain competitive. The Manager of Digital Strategy, in cooperation with the rest of the Communications staff, develops an up-to-date content calendar throughout the year, and schedules regular meetings with the Communications, Creative Services, Marketing and Promotions and Wyoming Sports Properties staffs to discuss content ideas.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT TICKET OFFICE POLICIES AND PROCEDURES

Should extenuating circumstances occur (e.g., COVID-19, etc.) which result in venue capacity limitations, the Athletic Director/Designee could determine temporary changes to **Ticket Office Policies and Procedures** including, but not limited to, the following:

Quantity of:

1. Athletic Department personnel complimentary tickets (including for retired staff);
2. Player pass complimentary admissions; and
3. High school coaches complimentary admissions

STUDENT-ATHLETE INFORMATION

Student-athletes may enter most athletic competitions utilizing the new mobile App (does not apply to post-season athletic competitions). Seating for football games is on the lower east side of the stadium (Sections 2-8) and students may enter through any gate for Student Section Seating. Students may enter basketball games in the Arena through any entrance. Seating for men's & women's basketball is in sections 1, 2, 3, A, B, C, A2, B1, B2 and C1. All other athletics event seating for the regular season is general admission.

PLAYER PASS PROCEDURES

Home Games

Per NCAA regulations, student-athletes may receive a maximum of four (4) complimentary admissions per home event in the sport the individual participates in (please note there are exceptions for conference championships, NCAA championships and bowl games). However, the number of complimentary admissions available to each student-athlete/coach may vary depending upon contractual parameters, NCAA regulations, University policies, etc. Ticket transfers between players are permissible. If additional tickets are still needed and are available, a student-athlete may purchase any additional tickets from the Athletic Department Ticket Office prior to the game. These must be paid for with a credit card, check or cash.

All requests for complimentary admissions for home events must be completed online via the Athletic Department Ticket Office designated website (ARMS). Information regarding the online system for complimentary admissions will be distributed to each student-athlete prior to their respective competition season. All complimentary admission requests must be made by an established departmental deadline prior to the event. **This deadline is final. No changes will be made after the deadline.**

Away Games

Per NCAA regulations, student-athletes may receive a maximum of four (4) complimentary admissions per away event in the sport the individual participates in (please note there are exceptions for conference championships, NCAA championships and bowl games). However, the number of complimentary admissions available to each

student-athlete/coach may vary depending upon contractual parameters, NCAA regulations, University policies, etc. Ticket transfers between players are permissible. If additional tickets are still needed and are available, a student-athlete may purchase any additional tickets from the Athletic Department Ticket Office prior to the game. These must be paid for with a credit card, check or cash.

All requests for complimentary admissions for away events must be completed online via the Athletic Department Ticket Office designated website (ARMS). Information regarding the online system for complimentary admissions will be distributed to each student-athlete prior to their respective competition season. All complimentary admission requests must be made by an established departmental deadline prior to the event. **This deadline is final. No changes will be made after the deadline.**

Please contact the Athletic Department Ticket Office or your coach for further details regarding away game ticket procedures.

Player Guests

Each person must present a picture ID every time they enter the contest. No hard tickets will be given, only stubs with the seat number. **Substitutions at the gate are not accepted.** Guests will be required to enter the venue immediately after signing and receiving the ticket stub. The football player pass gate at War Memorial Stadium is located at the entrance to the Arena Auditorium (AA). The men's and women's basketball player pass will also be at the entrance to the AA. Pass gates for volleyball and wrestling are located at the main venue entrance (UniWyo Sports Complex, Arena Auditorium and War Memorial Fieldhouse).

For a student-athlete to maintain eligibility, the following rules must be followed (as denoted in NCAA Bylaw 16):

- (1) A student-athlete may not receive payment or any item of value in exchange for his or her complimentary admission.
- (2) Individuals on the pass list, as designated by the student-athletes, may not receive payment or any item of value in exchange for his or her complimentary admissions.
- (3) A student-athlete may not purchase tickets for an intercollegiate athletics event from the institution and then sell the tickets at a price greater than their face value.

Purchasing Tickets

Tickets are available 24 hours a day, 7 days a week online at <http://www.gowyo.com/page/ticket-central>. To order by phone please call the Athletic Department Ticket Office at 307-766-7220. The Athletic Department Ticket Office is open from 8:00 am- 5:00 pm Monday-Friday. On weekend game days, operational hours will be posted (hours will vary depending upon game start time). Please consider the following information when ordering tickets.

- All ticket sales are final. No refunds or exchanges will be given.

- Children, age three and over, are required to have tickets.
- ADA accessible seating is available.
- Payment must be made by cash, check, money order, VISA, MC, or Discover card.
- For tickets purchased through the Athletic Department Ticket Office for football and men's and women's basketball, Will Call is located at the Willett West entrance of the Arena Auditorium. On football game days, will call will be located at the eastside ticket office at War Memorial.
- A photo ID is required to pick up tickets.
- Away game tickets are allocated through the Cowboy Joe Club priority point system. Priority points are accrued through the purchase of season tickets and donations to the Cowboy Joe Club.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT PREMIER BONE & JOINT CENTERS, INC. SPORTS MEDICINE CENTER POLICIES AND PROCEDURES

The main athletic training facility is located in the High Altitude Performance Center (HAPC).

Primary Care Physician/Medical Director

Dr. Johnson 307-766-5071 (office)

Director of Sports Medicine – Track & Field/Cross Country

Scott Knerr 260-418-6388 (cell)

Associate Director of Sports Medicine - WBB/W. Golf

Megan Jensen 402-660-9923 (cell)

Head Football Athletic Trainer

David Kerns 304-288-9509 (cell)

Associate Athletic Trainer - MBB/M. Golf

Dallas Fichtner 308-362-7087 (cell)

Assistant Athletic Trainer - Men's and Women's Swimming & Diving

Cody Moon 785-447-0626 (cell)

Assistant Athletic Trainer - Football

Tiffany Heeren 605-480-2092 (cell)

Assistant Athletic Trainer – Volleyball/Women's Tennis

Kristie Lin 408-218-3108 (cell)

Assistant Athletic Trainer – Track & Field/Cross Country

TBD (cell)

Assistant Athletic Trainer - Women's Soccer/Spirit

TBD (cell)

Assistant Athletic Trainer - Football

TBD (cell)

Assistant Athletic Trainer - Football

Kevin Eskuri 612-226-3090 (cell)

Assistant Athletic Trainer – Rodeo/Wrestling

Zach Wisniewski 970-319-4363 (cell)

Business Manager/Insurance Coordinator

Mary Lyle 307-766-2305 (office)

Other athletic training support services included in the HAPC are as follows:

- Orthopedic Clinic
- Chiropractic Care
- Orthotic Fabrication
- Brace Fitting
- Room 1156
- 307-766-5052
- General Medicine Clinic
- Custom Mouthpiece Fabrication

Sports Medicine Policies and Procedures

*For the purpose of this document (Sports Medicine Policies and Procedures), a student-athlete is defined as the following:

- Any person currently participating in the intercollegiate athletic program
- Any person currently participating on the cheerleading squads (hereafter referred to as spirit squads)
- Any person who has been medically disqualified from competition and is still receiving athletic aid
- Any person who has exhausted their athletic eligibility and is still receiving athletic aid.

Coordination of Treatment for Student-Athletes

- A. Student-athletes are required to promptly report all injuries or illnesses to the athletic trainers in the Sports Medicine Center.
- B. All medical care will generally go through the Primary Care Physician/Medical Director, after which the appropriate physician (depending upon the injury/illness) will treat the student-athlete.
- C. Directions of the team physicians, athletic trainers and related specialists must be implemented without alteration.
- D. All student-athletes will receive equal treatment regardless of race, gender, creed, sexual orientation, athletic ability or sport.

General Medical Policies

Medical care will generally go through the Primary Care Physician/Medical Director. From there the appropriate physician depending upon the injury (e.g., orthopedic/non-orthopedic) will treat the student-athlete or refer the student-athlete to the appropriate specialist/physician to coordinate medical care.

The physicians at Premier Bone and Joint Centers are the official orthopedic doctors of the University of Wyoming Athletic Department. All student-athletes are required to be treated by the team physicians from Premier Bone and Joint Centers for appropriate orthopedic injuries.

Any requests for second opinions must follow detailed procedures as outlined in the Athletic Department Sports Medicine policies that all student-athletes receive and sign on an annual basis.

Any student-athlete who does not adhere to the Athletic Department Sports Medicine policies regarding physician treatment and medical care may be held responsible for any medical bills/expenses incurred due to injury including athletically-related injuries that occurred during an Athletic Department activity (e.g., conditioning, practice, competition, etc.).

- A. Any person seeking to participate in intercollegiate athletics at the University of Wyoming must have completed and passed a physical examination given by a University of Wyoming team physician. **This must be done prior to participation in any game or practice session.**
- B. **ALL STUDENT ATHLETES MUST HAVE A SICKLE-CELL TEST; NO WAIVERS ALLOWED.**
- C. The University of Wyoming Student Health Services requires that a complete and current immunization record be on file at the time of enrollment to the University or the physical examination, whichever comes first.
- D. The University of Wyoming team physicians (in consultation with other medical professionals) hold the final decision regarding whether a student-athlete may participate (from a clinical, medical and psychological (e.g., mental health) safety standpoint) in intercollegiate athletics.
- E. The University of Wyoming Athletic Department reserves the right to decline to accept the risks involved with all pre-existing injuries.
- F. In addition to a physical, all applicable student-athletes must have their insurance information, insurance card and parent information form on file with the Sports Medicine staff at the start of the academic year.

Medical Expenses

- A. All medical and pharmaceutical bills for athletically-related injuries in excess of cost paid by the student-athlete's primary insurance carrier will be approved and paid by the University of Wyoming Athletic Department, provided authorization from the Director of Sports Medicine/Designee is obtained prior to having services rendered.

The University of Wyoming Athletic Department requires the medical provider and student-athlete to oblige the prior review and certification requirements of the student-athlete's primary medical insurance coverage. Select medical services require prior review and certification before the medical service can be covered by the student-athlete's health insurance plan. Prior review and certification includes, but is not limited to, prior plan approval, prior authorization, prospective review, certification, and precertification. Health insurance benefit plans and terms of coverage vary and may not provide coverage for certain medical services. All medical coverage decisions are subject to the terms and conditions of the student-athlete's applicable health insurance benefit plan including specific exclusions and limitations to medical coverage and applicable state and/or federal law.

On rare/select occasions (see General Guidelines below), in order to expedite appropriate medical services, the Director of Sports Medicine/Designee may disregard and supersede the athlete's primary medical insurance health plan rules, including obtaining "prior review and authorization/certification requirements" (of specific medical services). In these instances, the University of Wyoming

Athletic Department will pay the medical costs related to an athletic-related injury that are not paid by the student-athlete's primary medical coverage.

General Guidelines:

- S/A is in-season;
 - S/A is a starter or significant contributor;
 - S/A has an injury that he/she *may* be able to continue playing depending upon the result of the diagnostic test (e.g., MRI, X-Ray, etc.);
 - S/A has an upcoming competition (e.g., competition that occurs within the next 7 days); AND
 - S/A/team is negatively impacted by having to wait for pre-authorization process (generally 48-72 hours)
- B. To be eligible to engage in athletically-related activities (e.g., conditioning, practice, competition, etc.) at the University of Wyoming non-scholarship (athletic) student-athletes, which include all members of the spirit squad, must be covered by a primary medical insurance policy. Proof of insurance must be documented on the Primary Insurance Form, Affidavit of Insurance and the Walk-on Participation Authorization Forms. If a student-athlete has any change with their respective primary medical insurance policy (e.g., change in medical coverage, change in medical provider, etc.) he/she must notify their athletic trainer or Sports Medicine Insurance Coordinator/Business Manager **prior to** engaging in any athletically-related activities (e.g., conditioning, practice, competition, etc.) with their team. Failure to notify their athletic trainer or Sports Medicine Insurance Coordinator/Business Manager may result in the following:
- Removal from all athletically-related activities (e.g., conditioning, practice, competition, etc.) until appropriate documentation/paperwork is on file; AND
 - Financial responsibility for any bills incurred due to injury including athletically-related injuries that occurred during an Athletic Department activity (e.g., conditioning, practice, competition, etc.).
- C. The University of Wyoming Athletic Department mandates that, in the event of an athletically-related injury, a claim will be filed with the student-athlete's personal insurance company. A claim will be filed with the Athletic Department's insurance as secondary coverage in compliance with primary/secondary rules of filing with a carrier only claims have been filed with the student-athlete's personal insurance.
- D. The Athletic Department does **not** have coverage for non-athletically related injuries or illnesses. Generally **non-athletically related injuries will be the financial responsibility of the student-athlete**. Therefore it is highly recommended that the student-athlete have personal hospitalization, accident and prescription insurance.
- E. Generally non-athletically related expenses that require off-campus care will be the responsibility of the student-athlete (e.g., non-athletic injury, dental care, motor vehicle accidents, etc.)
- F. The university's insurance carrier cannot accept the responsibility for any pre-existing conditions or injuries. This will be documented in the student-athlete's

medical file. In addition, a declaration will be sent home to the student-athlete's parents (if applicable).

G. The University of Wyoming Athletic Department may make the following exceptions for non-athletically-related medical expenses:

1. **Vision:** The University of Wyoming Athletic Department will not cover any expenses for pre-existing vision conditions (e.g., contacts, glasses, etc.). However, if the Sports Medicine Department determines a need for additional vision testing during the student-athlete's participation at the University of Wyoming (that is unrelated to a pre-existing condition), the University of Wyoming Athletic Department may pay for the necessary vision examination/s and up to one year's supply of contact lenses (if necessary) and/or the necessary eyewear for participation in athletically-related activities. After one year, (if applicable) the student-athlete will resume the responsibility of any and all costs including, but not limited to, the costs associated with additional eye examinations, contacts, etc.
 - It should be noted that if a student-athlete sustains an athletically-related eye injury the University of Wyoming Athletic Department will cover the appropriate medical expenses (as determined by the Director of Sports Medicine/Designee) though the process as outlined above in section C.
2. **Dental:** The University of Wyoming Athletic Department will not cover any expenses related to routine dental examinations and/or dental cleaning. In the case of acute mouth pain or a situation where a student-athlete is determined to need a root canal, crown, or other treatment, the University of Wyoming Athletic Department may utilize NCAA SAF monies to help cover costs (not to exceed \$1,200 per academic year). This must be approved through the Director of Sports Medicine and the Deputy Director of Athletics **prior to** any costs being incurred.
 - It should be noted that if a student-athlete sustains an athletically-related mouth or dental injury, the University of Wyoming Athletic Department will cover the appropriate dental expenses (as determined by the Director of Sports Medicine/Designee) though the process as outlined above in section C.
3. **General Medical:** The University of Wyoming Athletic Department may cover medical expenses related to the diagnosis of a general medical condition if the condition may affect the ability or the safety of the student-athlete to participate in athletically-related activities. In these situations, the University of Wyoming may pay expenses to establish a definitive diagnosis of the condition. Any costs then incurred to treat or clinically manage the condition will be the responsibility of the student-athlete. Coverage of these medical expenses will be determined on a case-

by-case basis by the Director of Sports Medicine/Designee and the appropriate medical personnel and athletic administrator/s.

- For example, if a student-athlete is sent to the hospital due to lower abdominal pain the University of Wyoming Athletic Department may pay for the clinical work-up/testing to render a diagnosis. However, should it be determined (in this situation) that the student-athlete has an appendicitis and needs surgery, the student-athlete will be responsible (financially) for all expenses incurred beyond the diagnosis.
4. **Medication/Prescriptions for Non-Athletically-Related Conditions:** The University of Wyoming Athletic Department will not cover expenses for medications/prescriptions related to non-athletically-related conditions (e.g., ADHD, anxiety, depression, chronic illness, etc.) regardless of whether the condition/issue was pre-existing/diagnosed during the student-athlete's participation at the University of Wyoming.
 - **Exception:** The University of Wyoming Athletic Department will cover the appropriate expenses (as determined by the Director of Sports Medicine/Designee) for medications/prescriptions related to acute illnesses (e.g., flu, mono, etc.).
 5. **Medication/Prescriptions for Athletically-Related Injuries:** The University of Wyoming Athletic Department will cover the appropriate expenses (as determined by the Director of Sports Medicine/Designee) for medications/prescriptions related to athletically-related injuries that occur during the student-athlete's participation at the University of Wyoming.
 6. **Sports Psychology:** The University of Wyoming Athletic Department may cover the appropriate expenses (as determined by the Director of Sports Medicine/Designee) for sports psychology-related expenses. However, coverage of expenses will be determined on a case- by-case basis by the Director of Sports Medicine/Designee and the appropriate medical personnel and athletic administrator/s.

Sports Medicine Center Rules

- A. To maintain an efficient athletics training room, your cooperation and help is of the utmost importance.
- B. The athletic training rooms are co-educational facilities. Appropriate attire and behavior is expected at all times.
- C. The Sports Medicine department is generally open Monday through Friday beginning at 7 a.m. and will remain open until the final practice session and/or contests are completed. However, days/hours of operation may be adjusted as determined by the Director of Sports Medicine/Designee.

- Recovery pools (HAPC) are accessible (via biometrics) Monday through Friday from 7 a.m. to 7 p.m. However, days/hours of operation may be adjusted as determined by the Director of Sports Medicine/Designee.
- D. **All injuries/illnesses must be reported to the athletic trainers immediately.**
- E. Football will conduct ALL medical aspects of their program in the HAPC while the location (i.e., AA, FH and/or HAPC) for all other sports will be determined by the appropriate Sports Medicine staff member.
- F. Internal appointments are scheduled by appointment (Monday – Friday) in the HAPC.
- G. Appointments with outside providers will be scheduled on an as needed basis.
- H. No outside food or drink is permitted in any athletics training room.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT SPORTS CONCUSSION EDUCATION AND MANAGEMENT PLAN

SPORTS CONCUSSION EDUCATION

The University of Wyoming Athletic Department will utilize a multi-faceted approach to ensure its student-athletes and personnel (e.g., coaches, sport-specific support staff, Director of Athletics, etc.) receive a comprehensive education on the department's sports concussion policies and procedures and sports concussions in general. This approach will be reviewed annually and modified if necessary.

Current Educational Process (Student-Athletes):

1. Athletic Department Sports Concussion Education and Management Plan (this document)
 - a. Reviewed annually at beginning-of-the-year team compliance meetings by the University of Wyoming Sports Medicine staff/designee.
 - b. Student-athletes will be allowed to ask questions regarding concussion education material during beginning-of-the-year compliance meeting.
 - c. Will be included in the Student-Athlete Handbook (available online). The Student-Athlete Handbook is updated annually and the link is provided to student-athletes at the beginning of each academic year.
[2022 2023 SA Handbook \(PDF\) - University of Wyoming Athletics \(gowyo.com\)](#)
 - d. [Will be included on the University of Wyoming Sports Medicine website. The University of Wyoming Sports Medicine website is updated annually at the beginning of each academic year. Sports Medicine - University of Wyoming Athletics \(gowyo.com\)](#)
2. [Athletic Department Sports Concussion Waiver](#)
 - a. [All student-athletes will sign this document at the beginning of each year as part of their medical review/physical process. As part of this process all student-athletes will be provided hardcopies and/or links of/to applicable NCAA Sports Concussion educational materials. Sports Medicine Forms - University of Wyoming Athletics \(gowyo.com\)](#)
 - b. [Will be included on the University of Wyoming Sports Medicine website. The University of Wyoming Sports Medicine website is updated annually at the beginning of each academic year. Sports Medicine - University of Wyoming Athletics \(gowyo.com\)](#)
3. Concussion Baseline Testing
 - a. All student-athletes will partake in baseline concussion testing prior to participation at the University of Wyoming. These tests include C3 Logic, Sway, and King Devick. Baseline concussion testing for incoming student-athletes will occur during the student-athlete's initial pre-participation exam and include all testing tools listed in this section. Student-athletes will partake in updated baseline testing following a concussion. In subsequent years, student-athletes will engage in updated baseline concussion testing utilizing at least one of the current testing tools.
4. Sports Concussion Home Care Plan

- a. All student-athletes diagnosed with a concussion and those persons monitoring them (if applicable) will be provided a copy of the Sports Concussion Home Care Plan.

Current Educational Process (Athletic Department Personnel including the Director of Athletics):

1. Athletic Department Sports Concussion Education and Management Plan (this document)
 - a. Reviewed annually at beginning-of-the-year All-Staff Meeting by the University of Wyoming Sports Medicine staff/designee. As part of this meeting Athletic Department personnel will also be provided hardcopies and/or links of/to applicable NCAA Sports Concussion educational materials.
[Sports Medicine Forms - University of Wyoming Athletics \(gowyo.com\)](https://gowyo.com)
 - b. [Will be include in the Student-Athlete Handbook which is available online \(see link below\) and in the Athletic Department's Policies and Procedures Notebook \(updated annually\).](#)
[2022 2023 SA Handbook \(PDF\) - University of Wyoming Athletics \(gowyo.com\)](#)
 - c. Will be included in the Sports Medicine Section of the Athletic Department's Policies and Procedures Notebook (updated annually).
 - d. Will be included on the University of Wyoming Sports Medicine website. The University of Wyoming Sports Medicine Website is updated annually at the beginning of each academic year.
[Sports Medicine - University of Wyoming Athletics \(gowyo.com\)](https://gowyo.com)
2. [Athletic Department Sports Concussion Waiver](#)
 - a. Will be included in the Sports Medicine section of the Athletic Department's Policies and Procedures Notebook (updated annually).
 - b. Will be included on the University of Wyoming Sports Medicine website. The University of Wyoming Sports Medicine website is updated annually at the beginning of each academic year.
[Sports Medicine - University of Wyoming Athletics \(gowyo.com\)](https://gowyo.com)

Additional Education:

1. Sports Concussion Acknowledgement Form
 - a. All coaches and health care providers will sign their respective Sports Concussion Acknowledgement Form on an annual basis.
2. Director of Athletics Sports Concussion Acknowledgement/Corticated of Compliance Form
 - a. The Director of Athletics will sign the Sports Concussion Acknowledgement/Certificate of Compliance Form on an annual basis.

UNIVERSITY OF WYOMING SPORTS CONCUSSION SAFETY PROTOCOL

Introduction

The University of Wyoming is committed to protecting the health of and providing a safe environment for each of its participating NCAA student-athletes. To this end, and in accordance with NCAA legislation, the University of Wyoming has adopted the following Sports Concussion Safety Protocol for all NCAA student-athletes. This protocol identifies expectations for institutional concussion management practices as they related to (1) the definition of sports-related concussion*; (2) independent medical care*; (3) pre-season education; (4) pre-participation assessment; (5) recognition and diagnosis; (6) initial suspected concussion evaluation; (7) post-concussion management; (8) return-to-learn; (9) return-to-sport; (10) limiting exposure to head trauma; and (11) written certificate of compliance signed by the athletics health care administrator.

Definition of Sports-Related Concussion

The Consensus Statement on Concussion in Sport, defines sports-related concussion as follows¹:

Sports-related concussion (SRC) is a traumatic brain injury induced by biomechanical forces. Several common features that may be utilized to clinically define the nature of a concussion head injury include:

- SRC may be caused either by a direct blow to the head, face, neck, or elsewhere on the body with an impulsive force transmitted to the head.
- SRC typically results in the rapid onset of short-lived impairment of neurological function that resolves spontaneously. However, in some cases, signs and symptoms evolve over a number of minutes to hours.
- SRC may result in neuropathological changes, but the acute clinical signs and symptoms largely reflect functional disturbance rather than structural injury, and, as such, no abnormality is seen on neuroimaging studies.
- SRC results in a range of clinical signs and symptoms that may or may not involve loss of consciousness. Resolution of the clinical and cognitive features typically follows a sequential course. However, in some cases symptoms may be prolonged.
- The clinical signs and symptoms cannot be explained by drug, alcohol, or medication use, other injuries (such as cervical injuries, peripheral vestibular dysfunction, etc.) or other comorbidities (e.g., psychological factors or coexisting medical conditions).

Independent Medical Care

As required by NCAA Independent Medical Care legislation, the University of Wyoming Team Physician and Athletic Trainers shall have unchallengeable autonomous authority to determine medical management and return-to-activity decisions, including those pertaining to concussion and head trauma injuries, for all student-athletes.

Pre-Season Education

All NCAA student-athletes will be provided and allowed an opportunity to discuss concussion educational material (e.g., the NCAA Concussion Education Fact Sheet) and be required to sign an acknowledgement, on an annual basis prior to participation, that they have been provided, reviewed, and understood the concussion education material. This will typically take place at the beginning-of-the-year team (student-athlete) compliance meetings.

All coaches, team physicians, athletic trainers, director of athletics and other athletics personnel involved in NCAA student-athlete health and safety decision making will be provided and allowed an opportunity to discuss educational material (e.g., the NCAA Concussion Education Fact Sheet) and be required to sign and acknowledgement, on an annual basis, that they have been provided, reviewed and understood the concussion educational material. This will typically take place at the beginning-of-the-year All-Staff/Coaches Meeting.

Pre-Participation Assessment

All NCAA student-athletes will undergo a pre-participation baseline concussion assessment. This assessment will be conducted at the University of Wyoming and, at minimum, will include assessment for the following:

- History of concussion or brain injury, neurologic disorder, and mental health symptoms and disorders.
- Symptom evaluation (C3 Logix, Sway).
- Cognitive assessment (C3 Logix, King Devik, Sway).
- Balance evaluation (C3 Logix, Sway)

Dr. Johnson will serve as the University of Wyoming designated Primary Care Physician/Medical Director. He/designee will determine pre-participation clearance and/or the need for additional consultation or testing. He/designee will consider the need for a new baseline concussion assessment at six months or beyond for any University of Wyoming student-athlete with a documented concussion, especially those with complicated or multiple concussion history.

The Director of Student-Athlete Well-Being and the University of Wyoming Counseling Center will be available for counseling services to student-athletes following concussions. Referrals will be made by the Primary Care Physician/Medical Director.

Alissa Wicklund, PhD, ABPP-CN will be the consulting Neuropsychologist for complex concussion cases. Referral will be upon request from the Primary Care Physician/Medical Director.

Tracie Caller, MD Cheyenne Regional Medical Group (Neurology) will be used at the discretion of the University of Wyoming designated team physician/designee.

Dr. Michael Griffith, PhD, the University of Wyoming Counseling Center, or other counseling resources may be consulted/utilized for mental health services/support (when applicable).

Recognition and Diagnosis of Concussion

Medical personnel with training in the diagnosis, treatment and initial management of acute concussion will be present at all NCAA competitions in the following contact/collision sports: (basketball, diving, football, pole vault, soccer, volleyball and wrestling).

NOTE: To be present means to be on site at the campus or arena of the competition. Medical personnel may be from either team or may be independently contracted for the event.

Medical personnel with training in the diagnosis, treatment and initial management of acute concussion will be available at all NCAA practices in the following contact/collision sports: (basketball, diving, football, pole vault, soccer, volleyball and wrestling).

NOTE: To be available means that, at a minimum, medical personnel can be contacted at any time during the practice via telephone, messaging, email, beeper or other immediate communication means and that the case can be discussed through such communication, and immediate arrangements can be made for the student-athlete to be evaluated.

Any NCAA student-athlete that exhibits signs, symptoms, or behaviors consistent with concussion:

- Must be removed from practice or competition for evaluation.
- Must be evaluated by an athletic trainer or team physician (or physician designee) with concussion experience.
- Must be removed from practice/play for that calendar day if concussion is confirmed or suspected.
- May only return to play the same day if the athletic trainer, team physician, or physician designee determines that concussion is no longer suspected.

Initial Suspected Concussion Evaluation

The initial concussion evaluation will include:

- Clinical assessment for cervical spine trauma, skull fracture, intracranial bleed or other catastrophic injury.
- Symptom assessment (C3 Logix)
- Physical and neurological exam (C3 Logix, King Devick, and/or Sway).
- Cognitive assessment (C3 Logix, King Devick, and/or Sway).
- Balance exam (C3 Logix and/or Sway)

Post-Concussion Management

Activation of emergency action plan⁺, including immediate assessment for any of the following scenarios:

- If performed, Glasgow Coma Scale < 13 on initial assessment, or GCS <15 at 2 hours or more post-initial assessment.
- Prolonged loss of consciousness.
- Focal neurological deficit suggesting intracranial trauma.
- Repetitive emesis.
- Persistently diminished/worsening mental status or other neurological signs/symptoms.
- Spine injury.

⁺ Emergency action plan may require transportation for further medical care.

Because concussion may evolve or manifest over time, for all suspected or diagnosed concussions, there will be in place a mechanism for serial evaluation of the student-athlete.

For all cases of diagnosed concussion, there must be documentation that post-concussion plan of care was communicated to both the student-athlete and another adult responsible for the student-athlete, in oral and/or written form.

Any NCAA student-athlete with atypical presentation or persistent symptoms will be re-evaluated by a physician in order to consider additional diagnoses, best management options, and consideration of referral. Additional diagnoses may include, among others: fatigue and/or sleep disorder; migraine or other headache disorders; mental health symptoms and disorders; ocular dysfunction; vestibular dysfunction; cognitive impairment and autonomic dysfunction.

Return to Learn

Returning to academic activities after a concussion is a parallel concept to returning to sport after concussion. Cognitive activities require brain energy utilization and after concussion, brain energy may not be available to perform normal cognitive exertion and function. The return-to-learn concept should follow an individualized and step-wise process overseen by a point person within the athletics department, who will navigate return-to-learn with the student-athlete and, in more complex cases of prolonged return-to-learn, work in conjunction with a multidisciplinary team that may vary student-to-student depending on the specifics of the case but may include, among others:

- Team physician
- Athletic trainer
- Director of Student-Athlete Well-Being
- Faculty Athletics Representative (FAR)
- Academic counselor (coordinator)
- Course instructor(s)
- College administrators
- Disability Support Services representative
- Coaches

Matti Maisel*	Assistant AD for Academic Services	307-766-5571	mmaisel@uwyo.edu
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**Matt Maisel is the designated point of contact within athletics who will navigate return-to-learn with the student-athlete.*

A student-athlete who has suffered a concussion will return to classroom/studying only as tolerated with modification of schedule/academic accommodations, as indicated, with help from the identified point-person. Campus resources will be engaged for cases that cannot be managed through schedule modification/academic accommodations. Campus resources will be consistent with the ADAAA and will include one of the following:

- Learning specialists
- Disability Support Services representative
- ADAAA Office

A student-athlete will be re-evaluated by a team physician (or their designee) if concussion symptoms worsen with academic challenges or in the event of atypical presentation or persistent symptoms lasting longer than two weeks.

Return-to-Sport

Unrestricted return-to-sport should not occur prior to unrestricted return-to-learn for concussions diagnosed while the student-athlete is enrolled in classes. Final determination of unrestricted return-to-sport will be made by the University of Wyoming team physician or his/her medically qualified designee following implementation of an individualized, supervised stepwise return-to-sport progression that includes:

1. Symptom-limited activities of daily living.
2. Light aerobic exercise without resistance training.
3. Sport-specific exercise and activity without head impact exposure.
4. Non-contact practice with progressive resistance training.
5. Unrestricted training.
6. Unrestricted return-to-sport.

The above stepwise progression will be supervised by a health care provider with expertise in concussion, with it being typical for each step in the progression to last at least 24 hours.

NOTE: If at any point the student-athlete becomes symptomatic (more symptomatic than baseline), the team physician or physician designee will be notified, and adjustments will be made to the return-to-sport progression. *

Reducing Head Impact Exposure

The University of Wyoming is committed to protecting the health of and providing a safe environment for each of its participating NCAA student-athletes. To this end and in accordance with NCAA association-wide policy, the University of Wyoming will reduce student-athlete head impact exposure in a manner consistent with Interassociation Recommendations: Preventing Catastrophic Injury and Death in Collegiate Athletes. For example:

- All practices and competitions will adhere to existing ethical standards.
- Using playing or protective equipment (including the helmet) as a weapon will be prohibited during all practices and competitions.
- In all practices and competitions, deliberately inflicting injury on another player is prohibited.
- All playing and protective equipment (including helmets), as applicable, will meet relevant equipment safety standards and related certification requirements.
- All contact/collision, helmeted practices and competitions adhere to keeping the head out of blocking and tackling.
- Emphasizing education of proper technique to reduce head impact exposure for all contact and collision sports, with a special emphasis in the pre-season.

Compliance Certification*
Academic Year 2023-2024

The University of Wyoming
Concussion Management Plan

By signing and dating this form, I hereby acknowledge, on behalf of the institution identified above, that for the 2023-2024 academic year, the attached The University of Wyoming Concussion Safety Protocol is consistent with the NCAA Concussion Safety Protocol Checklist and otherwise fulfills the requirements of all applicable NCAA Concussion Management Plan legislation.

Required Signature
Athletics Health Care Administrator

Print Name: _____
Sign: _____
Date: _____

Optional Signature**

Print Name: _____
Sign: _____
Date: _____

Option Signature**

Print Name: _____
Sign: _____
Date: _____

Optional Signature**

Print Name: _____
Sign: _____
Date: _____

** The form allows for additional optional signatures to accommodate conference or institutional signature requirements beyond the signature required by NCAA legislation.



What is a concussion?

The Consensus Statement on Concussion in Sport, which resulted from the 5th international conference on concussion in sport, defines sport-related concussion as follows:

Sport-related concussion (SRC) is an acute brain injury induced by biomechanical forces. Several common features that may be utilized to clinically define the nature of a concussion head injury include... For complete definition click [here](#):

How can I keep myself safe?

1. Know the symptoms.

You may experience...

- Headache or pressure in the head
- Nausea or vomiting
- Blurred vision or double vision
- Sensitivity to light or noise
- Feeling sluggish, "foggy" or slow
- Confusion or memory problems.

2. Speak up.

- If you think you have a concussion, stop playing and tell your coach, athletic trainer or team physician immediately.

3. Take time to recover.

- Follow your physician's and athletic trainer's instructions during concussion management. If left unmanaged, there may be serious consequences.
- Once you've recovered, talk with your physician about the risks and benefits of participating in your sport.

Two concussions in a short period of time can be dangerous. New symptoms can appear hours or days after the initial impact. If you are unsure if you are fully recovered, talk to your athletic trainer or team physician immediately.

How can I be a good teammate?

1. Know the symptoms.

You may experience...

- Appearing dazed or stunned
- Forgetting an instruction
- Losing consciousness or passing out
- Appearing to be clumsy or uncoordinated
- Asking questions or not knowing what is going on
- Loss of consciousness

2. Encourage teammates to be safe.

- If you think one of your teammates has a concussion, let him or her know your coach, athletic trainer or team physician immediately.
- Help create a culture of safety by encouraging your teammates to report any concussion symptoms.

3. Support your injured teammates.

- If one of your teammates has a concussion, let him or her know you are there to support playing safely and follow the medical advice during recovery.
- Encourage them to practice or join a team as soon as they are able to return to play.

What happens if I get a concussion and keep practicing or competing?

- Due to brain vulnerability after a concussion, an athlete may be more likely to suffer another concussion while symptomatic from the first one.
- In rare cases, repeat head trauma can result in brain swelling, permanent brain damage or even death.
- Continuing to play after a concussion increases the chance of sustaining other injuries too, not just concussions.
- Athletes with concussion have reduced coordination and slowed reaction time. This means that you won't be performing at your best.
- Athletes who display repeat concussion take longer to recover fully.

What are the long-term effects of a concussion?

- We don't fully understand the long-term effects of a concussion, but ongoing studies raise concerns.
- Athletes who have had multiple concussions may have an increased risk of degenerative brain disease and cognitive and emotional difficulties later in life.

What do I need to know about repetitive head impacts?

- Repetitive head impacts may lead to cumulative damage to the brain. These forces may or may not meet the threshold of a concussion.
- Research is ongoing but emerging data suggest that repetitive head impacts also may be harmful and place a student-athlete at an increased risk of neurodegenerative disease in life.

Did you know?

- NCAA rules require that team physicians and athletic trainers manage your concussion, and you must be cleared by a medical professional before returning to play.
- We're learning more about concussions every day. To find out more about the largest concussion study ever conducted, which is being led by the NCAA and U.S. Department of Defense, visit ncaa.org/concussion.

CONCUSSION TIMELINE

Baseline Testing

Balance, cognitive and neurological tests that help medical staff manage and diagnose a concussion.

Concussion

If you show signs of a concussion, NCAA rules require that you be removed from play and medically evaluated.

Recovery

Your school has a concussion management plan, and learn physicians and athletic trainers are required to follow that plan during your recovery.

Return-to-Learn

Return-to-team should be done in a step-by-step progression in which adjustments are made as needed to manage your symptoms.

Return-to-Play

Return-to-play only happens after you have returned to your pre-concussion baseline and you've gone through a step-by-step progression of increasing activity.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT STUDENT-ATHLETE PREGNANCY POLICY

The University of Wyoming's Department of Intercollegiate Athletics is committed to the personal health and development of its members and to the educational mission of our University. We strive to provide an environment that respects all pregnancy and parenting decisions and urges all participants to work cooperatively toward degree completion. The University will work to create an environment which encourages the student-athlete to voluntarily reveal her pregnancy, in order for our University to provide optimal support for the physical and mental health with professional health care. Furthermore, and consistent with NCAA principles, the institution considers pregnancy an important issue to address within the context of student-athlete well-being. To this end, *at no time shall a coach or other athletics department personnel suggest to any female student-athlete that if she becomes pregnant this will affect in any way her continued participation on a University of Wyoming athletics team.*

The following provisions shall apply to all University of Wyoming Athletic Department personnel (e.g. coaches, staff, etc.) and student-athletes in all instances of student-athlete pregnancy:

I. Confidentiality

A student-athlete who learns that she is pregnant or who suspects that she might be pregnant is strongly encouraged to advise the Office of Sports Medicine and/or Primary Care Physician/Medical Director as soon as possible, in addition to any personal or private physician from whom she is also receiving medical care or treatment. The notification of pregnancy to Sports Medicine Staff and/or Primary Care Physician/Medical Director will be kept in strictest confidence until such time as there is a medical reason to modify and/or restrict the student-athlete from physical activity. Information on the student-athlete's pregnancy will not be shared with other students/student-athletes, parents or guardians, or her sexual partner without the student's express and informed consent. The decision to inform her coaches about her pregnancy will remain within the discretion of the student-athlete. If coaches and athletic trainers are informed, they are directed to maintain the confidentiality of this information unless disclosure is required due to health and safety issues for the student-athlete.

II. Medical Support

As with any other nonathletic-related medical condition, the Office of Sports Medicine's medical insurance policy does not cover pregnancy-related care. The Sports Medicine staff will help the pregnant student-athlete to access the pregnancy and parenting support resources that are available to all students at the University of Wyoming. Coaches and/or Sports Medicine staff shall not counsel the student-athlete on pregnancy issues—such as parenting, adoption, or terminating a pregnancy. Confidential counseling is available to the student-athlete through the University Counseling Center or through the student-athlete's private physician (note, Sports Medicine staff will provide referral to such services upon the student-athlete's request). Such counseling can help support the

student-athlete while she is adjusting to being pregnant, making decisions about carrying the pregnancy to term, and considering the impact of these decisions on her life.

III. Athletics Participation

A pregnant student-athlete shall be permitted to participate fully in athletic training and/or competition with the prior approval of the student's obstetrician and the Primary Care Physician/Medical Director. Such participation shall not be permitted if the student-athlete's obstetrician or the Primary Care Physician/Medical Director certifies that participation is not medically safe. Following delivery or pregnancy termination, and as with any other temporary medical condition, medical clearance will be required before the student-athlete will be permitted to return to practice or competition to ensure that it is safe for the student-athlete to do so. In addition, NCAA Bylaw 14.2.1.3 provides that "[a] member institution may approve a one year extension of the five year period of eligibility for a female student-athlete for reasons of pregnancy." In order for the Sports Medicine staff to invoke this provision, the student-athlete will need to authorize disclosure of her pregnancy to her coach and sports administrator.

IV. Athletics Financial Aid

The University of Wyoming will not refuse to renew a student-athlete's athletic-related financial aid on the ground that the student-athlete is or was pregnant. However, pregnant student-athletes who receive athletic-related financial aid are advised that *voluntary withdrawal from their sport* may result in a loss of scholarship. Additionally, pregnancy does not exclude student-athletes from standard student-athlete policies (e.g. Student-Athlete Code of Conduct, NCAA academic eligibility bylaws, etc...). This policy does not address institutional grant-in-aid requirements. A pregnant student-athlete who also is receiving an institutional scholarship should contact the Office of Student Financial Aid to determine whether and how the pregnancy affects that scholarship.

V. Male Student-Athlete Whose Partner has Become Pregnant

A male student-athlete whose partner becomes pregnant may face issues as it relates to the various stresses for concerns over his pregnant partner and/or personal and financial obligations of fatherhood. The University of Wyoming Athletic Administration will work with any male student-athlete to determine and approve reasonable time away from his sport to counsel and support his pregnant partner. Confidential counseling is available to the student-athlete through the University Counseling Center or through the student-athlete's private physician.

VI. Enforcement and Retaliation

Any member of the University of Wyoming found to have violated this policy or who retaliates against anyone who complains about violations of this policy will be subject to disciplinary action, including possible termination.

For additional information: [Complete NCAA Pregnancy and Parenting Handbook for Student-Athletes \(PDF\) - NCAA.org](#)

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT SPORTS PERFORMANCE POLICIES & PROCEDURES

I. Department Overview

Mission Statement:

The University of Wyoming Sports Performance staff recognizes each UW student-athlete will spend a large amount of their undergraduate experience training and preparing for their sport. We will enrich their experience with our expertise and abilities.

Our mission is to provide competitive student-athletes the means to train consistently, sensibly and systematically over designated periods of time in a safe, clean and professional environment in order to improve athletic performance, build confidence and prevent injury. Our programs utilize sport specific, scientifically grounded training methods in a year-round training cycle. Sports Performance Coaches will also interact and collaborate with UW sport coaches, sports medicine, equipment and sport nutrition staff. This will facilitate the individuals as well as a team's ability to be competitive in conference, regional and national competitions.

Program Objectives for Student-Athletes:

1. Injury Prevention
2. Improve Sport Specific Conditioning & Work Capacity
3. Positively Regulate Body Composition
4. Increase Total Body Athletic Strength & Power
5. Improve Speed, Agility & Movement
6. Improve Mental & Physical Self-esteem
7. Improve Practice & Game Day Performance

II. Department Guidelines

Athletic Department weight rooms will have established hours of operation around team training times. If a student-athlete cannot make the team's training session they must make arrangements with their Sports Performance Coach to train at another time with that coach present. The weight room will not have set hours of business but will be open by appointment. For facility tours and recruit visits, please provide your Sports Performance Coach with 24 hour notice so our staff can meet your visitor.

Different academic schedules such as finals weeks, holidays, spring break and summer sessions may have different hours than during the academic calendar. These hours also coincide with arranged team workouts. Team workouts are scheduled between the head sport coach and the appropriate Sports Performance Coach and may not be posted. However, all team workouts are scheduled in and updated weekly on the master weight room facility schedule shared among the Sports Performance staff. These team training sessions do not represent open hours for outside student-athletes, faculty and staff to "drop in" and workout. These arranged workouts often include weekends. **In-season**

and large roster teams will be given scheduling priority and special consideration due to facility considerations.

Non-competing student-athletes (e.g., student-athletes that have exhausted their athletic eligibility, student-athletes that have been medically disqualified, etc.), alumni and/or current UW faculty/staff will be provided the opportunity to use the High Altitude Performance Center (HAPC) weight room facilities during open weight room hours only with staff approval. Other Athletic Department weight rooms (i.e., AA) may also be utilized when approved by the Sports Performance staff. Each non-competing student-athlete must be currently enrolled at UW and in good academic standing. Alumni must have graduated from UW and/or left in good academic standing with the University. However, current student-athletes will always have priority with regards to facility usage.

Non-competing student-athletes, alumni, and/or current UW faculty/staff **ARE NOT** entitled to any of the UW offered supplements and food afforded to current roster UW student-athletes. These individuals must also sign a waiver of liability release before using the facility. The Sports Performance department reserves the right to suspend facility privileges to any of these individuals for non-compliance.

III. Weight Room Guidelines

The following are applicable to all weight room facilities (HAPC and AA)

Expected Attitude and Demeanor of All Student-Athletes:

- You are expected to be on time.
- You are expected to be prepared for hard, physical work.
- You are expected to be coachable and follow the program as it is designed.
- You are expected to complete each workout with maximum effort and enthusiasm.

Dress Code for Student-Athletes:

Lower body

- All University of Wyoming issued gear is acceptable (e.g., shorts, sweat pants, warm-up pants, spandex pants, etc.). If, in the opinion of the Sports Performance staff, a student-athlete is not wearing appropriate clothing (such as shorts that are *too* short) the student-athlete will be asked to go change.
- Other acceptable colors to be worn in the facility are (Brown, Gold, Grey, Black, White). Green is never allowed.
- Athletic shoes and socks are mandatory. No open toe shoes, sandals, deck shoes are allowed.
- Generally it is unacceptable to wear clothing that supports other NCAA universities.
 - Exception: It is acceptable to wear clothing from a Regional or National NCAA Competition that lists other universities.
- It is unacceptable to wear clothing that contains profanity or degrading commentary/graphics.

Upper body

- University issued T-Shirts preferred. Other acceptable colors to be worn in the weight room are (Brown, Gold, Grey, Black, White). Green is never allowed.
- Generally it is unacceptable to wear clothing that supports other NCAA universities.
 - Exception: It is acceptable to wear clothing from a Regional or National NCAA Competition that lists other universities.
- It is unacceptable to wear clothing that contains profanity or degrading commentary/graphics.

Cell Phones/ Smart Phones/IPODS/Head Phones:

- iPODS and head phones are for the cardio training area only. They are not allowed on the weight room floor (to be used during lifting sessions).

Food Allergy/Illness/Injury Issues:

- Communication is the key!
- Any pre-existing injuries must be made known to the Sports Performance and Sports Medicine staff responsible for your sport ***prior to*** engaging in lifting/conditioning activities.
- All food allergies must be made known to the respective Sports Dietician and Sports Medicine staff responsible for your sport ***prior to*** utilizing the HAPC Fueling Station, HAPC Training Table, etc.
- All student-athletes must be medically cleared by UW Sports Medicine staff ***prior to*** engaging in lifting/conditioning activities.
- If you are NOT on an injury report, you are expected to be 100% full go! Only the UW Sports Medicine will excuse you from a training session for an injury or illness.
- If you bring an undiagnosed injury into the weight room, you will be placed on the injury report.
- If you are sick, it is your job to report to Sports Medicine ***prior to*** your scheduled workout.
- Only a UW Sports Performance coach is allowed to modify workouts.
STUDENT-ATHLETES ARE NOT ALLOWED TO MODIFY THEIR WORKOUTS!
- If you are ever injured during a workout, notify a UW Sports Performance coach immediately.

HAPC Fueling Center

- The purpose of the Fueling Center is to fuel student-athletes' nutrition needs unique to participation in collegiate athletics. The Fueling Center aims to fill gaps in access to nutrients and improve ability to optimize nutrient timing in order to increase sport performance, promote improved injury recovery and reduce injury in student-athletes. The Fueling Center should augment student-athletes' diets for

- increased athletic performance and recovery and is not intended to be a replacement for meals.
- The Fueling Center will be stocked and maintained between the hours of 7AM to 5PM on weekdays during the academic year and between the hours of 7AM to 3PM during the summer. The Fueling Center will *generally* not be stocked or maintained during weekends.
 - For extended hours or weekend coverage, please coordinate with the respective Sports Dietitian.
 - Student-athletes may take up to 1 RTD shake per day from the Fueling Center. Exceptions to this policy include, but are not limited to, the following:
 - A student-athlete engages in multiple workouts in one day at different times (e.g., lifts in the morning and practices in the afternoon);
 - A student-athlete is working with the Sports Dietitian to adhere to a specific nutritional prescription; and/or
 - The Sports Dietitian deems it appropriate/necessary (i.e., at the discretion of the Sports Dietitian).
 - Team Travel:
 - Student-athletes are not permitted to take additional items for team travel, etc. For example, if a student-athlete is on a 3-day road trip he/she is not permitted to take 3 RTDs.
 - Teams should work with the Sports Dietitian regarding specific nutrition requests or needs during team travel.
 - Student-athletes are expected to clean up after themselves including, but not limited to, washing blenders, wiping off counters, cleaning the microwave/s, etc.
 - Student-athletes are prohibited from entering dry storage areas and the walk-in cooler.
 - Student-athletes should treat all Fuel Station student-workers with respect at all times.
 - Failure to adhere to these policies may result in the student-athlete losing the privilege to utilize the Fueling Center on a temporary or permanent basis.

Any exceptions to the above HAPC Fueling Center policies and procedures must be approved by the respective Sports Dietitian or Sports Performance Coach (in consultation with the Sports Dietitian).

Supplements:

- If a student-athlete is interested in taking a supplement he/she should take the follow steps PRIOR TO purchasing:
 - Meet with respective Sports Dietitian to discuss supplement; and
 - Notify respective athletic trainer of intent to take supplement to record on file.
- Personal supplementation is not allowed in the weight room or in the Fueling Center.
- All supplementation (even that discussed with the Sports Dietitian/athletic trainer) is taken at the student-athlete's own risk.

Other Important Notes:

- All student-athletes must be on an official NCAA squad list and be certified for participation in athletically-related activities by the UW Compliance Office **prior to** engaging in any lifting/conditioning activities or using any weight room.
- Always check equipment before you use it to ensure it is not broken or unsafe. If you find broken equipment, report it to the Sports Performance staff immediately.
- If equipment breaks while you use it, report it to the Sports Performance staff immediately. **YOU WILL NOT BE IN TROUBLE!** We want to prevent any injuries from lifting on broken equipment.
- Always use a spotter when lifting.
- Always use collars and properly set safety pins when training.
- Never attempt an exercise or drill that is beyond your physical ability.
- Always return plates, bars, collars, belts, straps and other equipment to their proper place. Help keep your facilities clean and organized by picking up after yourself and others.
- Only the Sports Performance staff will play music. If you would like to request music, ask a coach to do so. The coach will do so **ONLY** when time and workouts allow so. No music with profanity will be allowed.
- No friends, roommates or other non-authorized persons are allowed in the athletic weight rooms!

IV. Sports Performance Basic Tenants

- *RESPECT THE SPORTS PERFORMANCE STAFF.*
- *RESPECT YOUR TEAMMATES AND YOURSELF.*
- *RESPECT ALL OF THE FACILITIES.*
- *HONOR WYOMING WITH YOUR GREAT EFFORT & ATTITUDE.*

V. Sports Performance/Sports Nutrition Staff

Sports Performance - Primary Sport Coverage:

1. Basketball (Men)	Jimmy Edel
2. Basketball (Women)	Mike Cotterman
3. Football	Eric Donoval, Carl Miller, Colin DeClark, Zach Sherard and Gavin Rush
4. Golf (Men and Women)	Fernando Garcia-Villegas
5. Soccer	Fernando Garcia-Villegas
6. Swimming (Men and Women)	Art Tolhurst
7. Diving (Men and Women)	Art Tolhurst
8. Tennis	Art Tolhurst
9. Track – Sprinters/Hurdles/Multi's/M.D. (M and W)	Josh Little
10. Track – Throwers (Men and Women)	Paul Barrett/Josh Little
11. Cross Country (Men and Women)	Josh Little
12. Volleyball	Mike Cotterman
13. Wrestling	Josh Little

Sports Nutrition:

1. Kevin Goff – Director of Performance Dietetics for Football
2. Megan Skinner – Director of Performance Dietetics for Olympic Sports

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT HIGH ALTITUDE PERFORMANCE CENTER (HAPC) TRAINING TABLE POLICIES AND PROCEDURES

General Guidelines:

1. Proper clothing (e.g., shorts/pants, shoes, shirts, etc.) is required at all times. It is unacceptable to wear clothing that contains profanity or degrading commentary/graphics. If, in the opinion of the Athletic Department staff, a person is not wearing appropriate clothing the person will be asked to go change.
2. Student-athletes who are utilizing the dining facility after practice/workouts should shower and dress in clean, dry clothes before arriving (at the dining facility).
3. Everyone is required to check in with the cashier using their WyoOne ID card. Failure to present your WyoOne ID card will result in non-admittance to the dining facility. You will **NOT** be permitted to (verbally) give the cashier your student/staff ID number (W#) to be admitted. All transactions are University meal plan or debit/credit card only. Cash/checks will **NOT** be accepted.
4. Student-athletes may only use 1 swipe per meal (i.e., they may **NOT** use additional swipes to pay for other people (e.g., family, friends, student-athletes, etc.) to eat at the dining facility.
5. Food service personnel and all customers will be treated with respect at all times.
6. No tobacco in any form is allowed in the dining facility.
7. Please clean up your space after you are done (e.g., dispose of trash, place tray, plate/s, utensils, etc. in the proper location) and push in your chair.
8. No plates, glasses, utensils, etc. should be removed/taken from the dining facility.
9. One (1) piece of fruit and one (1) dessert (if available) are permitted to be carried out by each customer at each meal. Other than that no food should be taken from the dining facility unless approved by the appropriate Athletic Department staff member (see **Carry-Out/To-Go Meals** below). Absolutely no outside food containers, Tupperware, etc. are allowed in the dining facility. **IF** a student-athlete is permitted to take food from the dining facility, he/she will be provided a container by the appropriate Athletic Department staff member.

Violations of any of the aforementioned guidelines and/or inappropriate behavior/conduct (as determined by Senior Athletic Administration) may result in, but not limited to, verbal/written warnings and/or removal from the dining facility on a temporary or permanent basis. Student-athletes may also be subject to additional penalties including, but not limited to, community service, reduction or cancellation of athletics financial aid and/or termination of their student-athlete status.

Academic Year: General Hours of Operation (*subject to change*):

Monday-Thursday

Breakfast	7:00 am – 9:30 am
Lunch	11:00 am – 1:30 pm
Dinner	5:00 pm – 7:30 pm

Friday

Breakfast	7:00 am – 9:30 am
Lunch	11:00 am – 1:30 pm

Carry-Out/To-Go Meals:

Generally Carry-Out/To-Go meals will only be available to student-athletes who have a documented (per the Office of Academic Support) class conflict/s and/or a documented (per the Sports Medicine Department) illness/medical issue and are unable to eat at the dining facility. In situations where the student-athlete is unable to go to the dining facility to get/make the Carry-Out/To-Go meal himself/herself, a designated Athletic Department staff member (more than likely a member of the sports nutrition staff) will prepare the meal and make plans to have it delivered to the student-athlete. Please note that roommates, friends, teammates, etc. are NOT permitted to initiate Carry-Out/To-Go meals (i.e., as stated above, only designated Athletic Department staff members may initiate Carry-Out/To-Go meals).

Dietary Needs/Food Allergies:

Student-athletes with special dietary needs/food allergies should work with the sports nutrition staff to ensure appropriate food options are available in the dining facility to meet their nutritional demands/needs.

Other Meals (e.g., Pre-Game, Official Visits, Etc.):

The Athletic Department will establish policies and procedures for teams/departments (e.g., Cowboy Joe, UW Foundation, etc.) to request/utilize the HAPC Training Table location for various meals (e.g., official visits, pre-game, etc.). Approval will be based upon various factors including, but not limited to, the following:

- Availability of space
- Size of party (# of people eating meal)
- Date/time of meal/s

Please note that it is also feasible that the HAPC training Table location (space) is available but that an outside caterer/entity must be used to provide the food/meal (i.e., the HAPC Training Table staff will not be available to prepare/serve the meal).

Training Table Meal Plan Info/Options – Student-Athlete Overview:

1. 6 Meal Athletic Plan – All 6 meals must be eaten in the HAPC Training Table (i.e., no meals can be eaten in Washakie, Student Union, etc.)
 - Required (at minimum) for all equivalency S/As who are receiving a minimum of a 60% athletic scholarship (*unless they are living in the*

residence halls thus campus will require them to be on a minimum of a 12 meal plan)

- Also available to walk-on S/As and scholarship S/As receiving less than a 60% scholarship (*unless they are living in the residence halls thus campus will require them to be on a minimum of a 12 meal plan*)
2. 10 Meal Athletic Plan – All 10 meals must be eaten in the HAPC Training Table (i.e., no meals can be eaten in Washakie, Student Union, etc.)
 - Required (at minimum) for all non-football head count scholarship (athletic) S/As (i.e., MBB, WBB, TN and VB) (*unless they are living in the residence halls thus campus will require them to be on a minimum of a 12 meal plan*)
 - Also available to walk-on S/As and all scholarship S/As in equivalency sports (*unless they are living in the residence halls thus campus will require them to be on a minimum of a 12 meal plan*)
 3. 12 Meal Athletic Plan - All 12 meals must be eaten in the HAPC Training Table (i.e., no meals can be eaten in Washakie, Student Union, etc.)
 - Available to all S/As other than scholarship FB S/As who will be required to be on a minimum of a 14 Meal Athletic Plan
 4. 14 Meal Athletic Plan - All 14 meals must be eaten in the HAPC Training Table (i.e., no meals can be eaten in Washakie, Student Union, etc.)
 - Required (at minimum) for all scholarship (athletic) football S/As
 - Available to all other S/As
 5. 15 Meal Athletic Plan - 14 Meals would be in the HAPC Training Table (Monday breakfast through Friday lunch) and 1 meal (Friday dinner or meals on the weekend) would be on campus (e.g., Washakie).
 - Available to all S/As
 6. Unlimited Athletic Meal Plan – 14 Meals would be in the HAPC Training Table (Monday breakfast through Friday lunch) and 5 meals (Friday dinner and meals on the weekend) would be on campus (e.g., Washakie).
 - Available to all S/As

Student-Athlete Training Table Meal Plan Exemptions/Modifications:

The following student-athletes *will be* exempt from mandatory training table meal plan requirements. However, these student-athletes may still be permitted to purchase a training table meal plan if they so choose.

- Student-athletes who have exhausted their eligibility
- Student-athletes who have been medically disqualified
- Student-athletes who will not reside in Laramie (e.g., student teaching in another town/city, participating in a study abroad program, etc.)

The following student-athletes *may be* exempt from mandatory training table meal plan requirements (or the meal plans may be modified). These situations will be reviewed on a case-by-case basis with the respective Head Coach and the Director of Athletics/Designee. If these student-athletes are exempt from their mandatory training

table meal plan requirements (or their requirement is modified) they may still be permitted to purchase a training table meal plan if they so choose.

- Student-athletes who are married
- Student-athletes who have children who reside in Laramie

Other exemption/modification requests not outlined above will be reviewed by the respective Head Coach and the Director of Athletics/Designee on a case-by-case basis.

Training Table Access – Non Student-Athletes:

Only University of Wyoming employees (full-time or part-time) with a valid WyoOne ID card may eat in the Training Table (although “guests” are allowed – see Guests below). They can either walk-up or purchase an Athletic Block Meal Plan (see below).

Athletic Block Meal Plans

All University of Wyoming employees (full-time or part-time) are permitted to purchase an Athletic Block Meal Plan. To purchase a plan the employee **MUST** have a valid WyoOne ID card.

- UW Faculty/Staff Athletic Block Meal Plans (July 1, 2022 – June 30, 2024)
 - Athletic Department Staff Plan (*only* available to Athletic Department Staff): 25 meals (any meal)
 - Athletic Department Staff Plan (*only* available to Athletic Department Staff): 50 meals (any meal)
 - Any UW Employee Plan: 25 meals (breakfast/lunch only)
 - Any UW Employee Plan: 50 meals (breakfast/lunch only)

Additional Athletic Block Meal Plan Info:

- Athletic Block Meal Plans are good for 2 calendar years (July 1, 2022 – June 30, 2024). If an employee doesn’t utilize all their meals during that time, remaining balance can rollover for one additional year.
- Athletic Block Meal Plans are only good in the HAPC Training Table (e.g., not at Washakie, etc.).
- At this point there is not a Payroll Deduction option (an employee must pay all at one time).
- In general, an Athletic Block Plan is just a set number of meals. Thus, if a coach or staff member purchased the Athletic Department Staff 50 Meal Block Plan he/she would have 50 meals (breakfast, lunch or dinner) he/she could eat from July 1, 2022 – June 30, 2024. The block plan also allows the coach or staff member to bring to guests (including non-UW employees). For example, if the coach wanted to bring five guests to lunch he/she could. Assuming he/she had a 50 Meal Block Plan the person at the check-in desk would deduct six meals (five guests and the coach) from the plan.

“Walk-Ups”

As stated above, University of Wyoming employees (full-time or part-time) with a valid WyoOne ID may either purchase an Athletic Meal Block Plan or “walk-up” and buy a meal. Only credit/debit cards are accepted for payment (no cash or checks).

Guests (Non-University of Wyoming Employees)

Guests will only be permitted to eat at the HAPC Training Table if they are accompanied by:

1. A University of Wyoming employee (full-time or part-time) with a valid WyoOne ID who has either purchased an Athletic Block Meal Plan or is “walking-up.” OR
2. A University of Wyoming student who has purchased a HAPC (Training Table) Meal Plan.
 - It should be noted that a student (including a student-athlete) may NOT use meals from their meal plan to “pay” for their guest (i.e., their guest must pay at the door via a credit/debit card).

Please note that there is not a cap on the number of guests a person may bring.

Office of Diversity, Equity and Inclusion (DEI) & Equal Employment Office (EEO)

ODEI Vision Statement:

The Office of Diversity, Equity, and Inclusion strives to make the University of Wyoming a leading institution where people of all identities, diverse perspectives, and life experiences encounter a welcoming environment where inclusivity, multiplicity, fairness, and parity are steadfast values.

ODEI Mission Statement:

The mission of the Office of Diversity, Equity, and Inclusion is to promote inclusive excellence through:

- Providing educational opportunities and diversity workshops that raise awareness, knowledge, and skills.
- Supporting the recruiting and retention of diverse students, faculty, and staff.
- Facilitating an inclusive campus community that promotes student success through partnerships and collaborations within and around the university community.
- Solidifying the University of Wyoming's commitment to valuing and expanding a welcoming, diverse, inclusive and equitable environment that builds a better university, state, nation, and world.

DEI/EEO Overall Responsibilities:

As the central repository for records and information relative to the University's diversity initiatives as well as the University's compliance with Equal Employment Opportunity regulations, the Diversity/EORR Office will:

- Review, coordinate, and periodically provide progress reports addressing individual and institutional wide diversity initiatives
- Explore and propose additional diversity related approaches
- Develop and administer the Institution's EORR Program
- Ensure University compliance with equal employment opportunity regulations
- Conduct reviews and investigations of Civil Rights complaints
- Develop and administer employee training programs to address matters of diversity, sexual harassment prevention, and other forms of illegal discrimination
- Develop and administer specialized training in faculty and administrative job search protocols in order to ensure compliance with the University's commitment to diversity

For additional information: <http://www.uwyo.edu/diversity/>

POLICY REGARDING INTERPERSONAL RELATIONSHIPS WITH STUDENT-ATHLETES

A. Policy Statement

It is the policy of the University of Wyoming, Department of Intercollegiate Athletics ("Athletic Department") that employees with direct tutoring, coaching, supervisory, advisory, or evaluative responsibility over student-athletes and/or student-athlete employees recognize and respect the ethical and professional boundaries that must exist in such situations. Consensual relationships, as defined in this policy, can create conflicts of interest/conflicts of commitment and/or appearances of impropriety that impair the integrity of academic and employment decisions. Such relationships also contain the potential for exploitation of the subordinate student-athlete or student-athlete employee and the possible professional or academic disadvantage of third parties, and can subject both the Athletic Department and individuals to the risk of liability.

The Athletic Department prohibits consensual relationships between supervisors and student-athletes, coaches and student-athletes, tutors and student-athletes and advisors and student-athletes. Should such a relationship develop, the coach, tutor, supervisor or advisor has the obligation to disclose its existence to an immediate supervisor and cooperate in making alternative arrangements for the coaching, supervision, evaluation, tutoring, or advising of the student-athlete and/or student-athlete employee.

B. Scope

This policy applies to all coaches, tutors, mentors, and Athletic Department personnel with direct supervision of student-athletes.

C. Definitions

A **consensual relationship** is a mutually acceptable, romantic and/or sexual relationship between an Athletic Department employee with coaching, supervisory, tutoring, evaluation or advisory authority and a student-athlete and/or student employee who is directly supervised, coached, tutored, evaluated or advised by that employee.

A **conflict of interest** and/or an appearance of impropriety arises when individuals with the authority and the responsibility to evaluate the work or performance of a student-athlete or student-athlete employee initiate, acquiesce or engage in an intimate romantic and/or sexual relationship with that student-athlete or student employee.

D. Reporting Responsibility

In the event that a consensual relationship exists or begins to develop, the individual in the supervisory, coaching, tutoring or advisory position shall immediately notify his or her immediate supervisor of the relationship and cooperate with that supervisor in making the arrangements necessary to resolve the conflict of interest.

E. Immediate Supervisor Responsibility

A supervisor who is notified, or becomes aware, of a consensual relationship, shall take immediate steps to alter the conditions that create the conflict of interest and/or the appearance of impropriety caused by the relationship. In most instances, that will be accomplished by providing an alternative means for the supervision, coaching, tutoring, advising, and/or evaluation of the subordinate student-athlete or student-athlete-employee.

F. Failure to Report or Cooperate

Employees in positions of authority who enter into or persist in consensual romantic or sexual relationships without reporting them, or who fail to cooperate in efforts to eliminate the conflict of interest or appearance of impropriety they present, will be subject to disciplinary action, up to and including termination.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT STUDENT-ATHLETE SEXUAL VIOLENCE PREVENTION AND RESPONSE POLICIES AND PROCEDURES

Statement on Sexual Violence Prevention

The University of Wyoming's Department of Intercollegiate Athletics (Athletic Department) is committed to protecting the health and safety of student-athletes. To this end the Athletic Department, has worked with the Title IX Coordinator's Office (Equal Opportunity Report and Response, or EORR), University General Counsel's Office, the University of Wyoming Police Department, and the Dean of Students Office to create the following policies and procedures to meet the challenges of preventing and responding appropriately to sexual violence. Additionally, these policies and procedures have been vetted through campus leadership to ensure compliance with federal laws, federal regulations, institutional policies and departmental policies that address sexual violence, social justice, and civil rights.

Sexual Violence Prevention Team

In order to initiate a culture change that makes sexual violence prevention efforts successful, the Athletic Department has formulated the "Sexual Violence Prevention Team" with other campus departments. This interdisciplinary team shall be tasked with taking full advantage of available campus resources in the development of policy and tactical implementation of programs designed to educate and prevent sexual violence. The team shall meet once per semester and will review/update these policies and procedures annually.

SAAC Representative(s) – Lana Jeter
 Coach Representative – Nick Fulton
 Office of Academic Support (OAS) Representative – Mattison Maisel
 Faculty Athletics Representative (FAR) – Dr. Scott Chamberlin
 Primary Care Physician/Medical Director – Dr. Kurt Johnson
 Sports Medicine Representative – Megan Jensen
 Director of Student-Athlete Well-Being – Dr. Chris Praetzel
 Director of University Counseling Center – Dr. Julio Brionez
 Title IX Coordinator – Jim Osborn
 Psychology Clinic – Dr. Matt Gray
 University General Counsel/Designee – Hallie Guidry
 University Police Representative – Chief Josh Holland/Designee
 Dean of Students/Designee – Ryan O'Neil
 Assistant Dean of Students/Deputy Title IX Coordinator – Libby Thorson
 Albany County SAFE Project Campus Services Coordinator – Angel Mora
 Deputy Director of Athletics – Matt Whisenant
 Associate AD for Internal Operations/SWA – Taylor Stuemky

Duty to Report Sexual Violence

The Athletic Department adheres to the University of Wyoming's Equal Opportunity, Harassment, and Nondiscrimination policy for the reporting of alleged acts of sexual violence/threats of violence, discrimination and sexual harassment/assault. UW Regulations 4-2 and 4-3 as well as the Equal Opportunity, Harassment, and Nondiscrimination policy prohibit sexual misconduct in any form,

including dating violence, domestic violence, hostile environment sexual harassment, sexual assault, sexual exploitation, sexual harassment, stalking, and any other conduct of a sexual nature that is nonconsensual. These policies also set forth resources available to University community members, describe prohibited conduct, and establish procedures for reporting and responding to incidents of sexual misconduct. The Equal Opportunity, Harassment, and Nondiscrimination policy can be found at the following link: <http://www.uwyo.edu/reportit/>

It is also important to understand that while the Athletic Department will treat information it has received with appropriate sensitivity, the University has certain mandatory reporting obligations under federal and state law (described below).

Title IX of the Education Amendments Act of 1972 protects individuals from discrimination based on sex in education programs or activities which receive federal financial assistance. Under *Title IX*, the University has a responsibility to take immediate and effective steps to respond to sexual violence and/or sexual harassment. **Title IX Mandatory Reporters** are required to notify Equal Opportunity Report and Response of any allegation of sexual misconduct. **Mandatory Reporters** at the University include every administrative officer, dean, director, department head, supervisor, coach, athletic staff/administrator and all instructional personnel.

At the University of Wyoming, ALL EMPLOYEES are considered mandated reporters except those who have been designated confidential employees (victim advocates, health care providers, mental health counselors, and clergy acting in their professional/confidential role).

Additionally, the *Clery/Campus Security Act* requires the University to disclose crime statistics for certain crimes that occur on campus, in unobstructed public areas immediately adjacent to or running through the campus, and at certain non-campus facilities including Greek housing and remote classrooms. For purposes of the Clery Act, **Campus Security Authorities (CSAs)** are required to report suspected violations of this policy to UYPD for statistical purposes. Such reports are confidential and do not include identifying information. All Athletic Department staff and coaches are CSAs.

Additional information regarding these policies can be found at the following university website: <https://www.uwyo.edu/reportit/policies/index.html>.

How to Report Sexual Violence

If a student-athlete, co-worker, or colleague reports an incident of sexual violence, it is imperative to act quickly and notify appropriate campus personnel – institutional policy and federal law compliance is non-negotiable. Complainants, Reporters, and Respondents have a number of reporting options on and off campus. Individuals should be aware of confidentiality and reporting requirements when discussing their concerns. The Athletics department offers professional providers in the Office of Sports Medicine that are confidential resources and non-mandatory reporters (Primary Care Physician/Medical Director and Well-Being staff). Additionally, the Albany County Safe Project Campus Services Coordinator, Angel Mora, is a non-mandatory reporter that is not affiliated with the Athletics Department.

Note that safety is ALWAYS a primary concern. If you or another individual is in immediate danger, get to a safe place and call 911 or the University Police Department (307-766-5179).

Report It (University of Wyoming, Online Sexual Violence Reporting Resource)

The University of Wyoming has created a streamlined process for the reporting of sexual misconduct, which includes sexual violence, sexual harassment and sexual assault. To make a report that will immediately notify appropriate campus personnel, please visit the University of Wyoming's **Report It** website at: <https://www.uwyo.edu/reportit/make-a-report/index.html>.

Other Reporting Resources/Methods

A. Title IX Coordinator

Victims of sexual misconduct may file a report directly with the Title IX Coordinator. The Title IX Coordinator is available to offer ongoing support to victims of sexual assault in understanding UW's investigative and/or disciplinary processes or the criminal process as the victim chooses.

The Title IX Coordinator has the duty to address sexual violence and remedy the effects on the victim and the UW community. The Coordinator will make every effort to maintain confidentiality, but may be required to investigate the incident.

Contact **Jim Osborn – University of Wyoming, Title IX Coordinator** (307-766-5228 or report-it@uwyo.edu). Additional staff are also available in Equal Opportunity Report and Response (report-it@uwyo.edu, 307-766-5200). Reports can also be made online by going clicking here: <https://www.uwyo.edu/reportit/make-a-report/index.html>.

B. Dean of Students.

The Dean of Students Office responds to reports of suspected violations of the *Student Code of Conduct*, which includes complaints related to sexual misconduct. Reports can be made:

- i. By telephone (307-766-3296);
- ii. In person (Knight Hall, Room 128) (subject to University business hours); or
- iii. By email (dos@uwyo.edu).

C. Confidential Resources

UW has employees who are available to offer victims of sexual assault support and guidance in a completely confidential environment. Individuals may choose this option if they want to talk about the incident but do not want any further action to be taken. **Confidential employees can provide individuals with both immediate and long-term help. They will listen and help access additional assistance and explain options for obtaining additional support.**

- Dr. Kurt Johnson, Athletics Primary Care Physician/Medical Director: (307) 766-5071, High Altitude Performance Center (Sports Medicine Office area)

- Provides mental health assessment and referrals to other resources.
- Dr. Chris Praetzel, Director of Student-Athlete Well-Being: (307) 766-3880, High Altitude Performance Center (Sports Medicine; Pinnacle Lab)
 - Provides clinical mental health counseling, needs assessment, resources and referrals, and development of well-being plans.
- University Counseling Center: (307) 766-2187, 341 Knight Hall.
 - Provides mental health counseling from licensed professionals and can facilitate on and off campus referrals.
 - There is a room offered with Zoom/technology capability if a student does not have access to a laptop/computer.
 - Additional information is available at <http://www.uwyo.edu/ucc/>
 - For crises situations:
 - During business hours, call (307) 766-2187 then proceed to tell the front desk associate that this is a crisis situation and ask to speak with a licensed clinician.
 - After-hours, call (307) 766-8989.
 - If you are experiencing an emergency, call 911.
- Student Health Service: (307) 766-2130, Student Health/Cheney International Building, email studenthealth@uwyo.edu
 - Provides medical assistance and mental health resources.
 - Additional information is available at <http://www.uwyo.edu/shser/>
- Albany County SAFE Project: (307) 766-3434, Knight Hall 117, email campus@safeproject.org 24-Hour Hotline: (307) 745-3556
 - An advocacy center for survivors of sexual assault and domestic violence.
 - Additional information is available at <https://www.safeproject.org/university-of-wyoming>
- WellSpring Counseling Center: (307) 766-6820, Education Building, email tlegal@uwyo.edu
 - This is a training clinic and providers are current graduate students with provisional licenses under supervision from licensed providers.
 - Offers FREE and confidential counseling services for individuals, couples, families, adults, adolescents, and children. Their services are offered to UW students as well as to the Laramie community.
 - Additional information is available at <http://www.uwyo.edu/clad/counseling/wellspring-counseling-clinic.html>
- Psychology Center: (307) 766-2149, Room 307 Biological Sciences Building, email uwpc@uwyo.edu
 - The mission of the Psychology Center is to provide affordable, quality mental health care to the campus community and area residents. This is a training clinic and providers are current graduate students with provisional licenses under supervision from licensed providers.
 - Offers evidence-based treatment specifically for sexual assault and domestic violence.
 - Additional information is available at <https://www.uwyo.edu/psychology/center/index.html>

D. Law Enforcement

The University of Wyoming encourages reporting possible crimes to law enforcement. Please be advised that criminal processes are independent of the UW policies and procedures. Even

when a report has been made to law enforcement, employees are required to make a report to the Title IX Coordinator; all others are encouraged to report to UW as well.

- Emergency: 911
- University Police Department (UWPD): (307) 766-5179
- City of Laramie Police Department: (307) 721-2526
- Albany County Sheriff's Office: (307) 721-2526

If you do not know which group to contact, call UWPD at the number listed above

E. Iverson Memorial Hospital

Iverson Memorial Hospital provides immediate, compassionate, culturally sensitive and comprehensive medical/forensic evaluation and treatment within the parameters established by the Wyoming State Board of Nursing, the International Association of Forensic Nurses, and Iverson Memorial Hospital.

- Iverson Behavioral Health Services
 - Crisis Line: (307) 742-0285 (available 7 days a week, 24 hours a day) BHS Main Line: (307) 755-4370
- Forensic Nursing Main Line: (307) 755-4406 (available Monday-Friday 8:00am-5:00pm except holidays)
 - You can call the IMH Crisis Line that is staffed 24/7 if you cannot reach anyone on the forensic nursing main line.
- Emergency Room Line: (307) 742-2141

F. Anonymous Reports

There are anonymous ways to make a report of sexual assault, even to law enforcement. The following are ways to report that do not require your name or information to make a report, though you may choose to provide it:

- ReportIt Website (online form): <http://www.uwyo.edu/reportit/make-a-report/index.html>
- Confidential Sexual Assault Report Form (print and mail):
<http://www.uwyo.edu/uwgd/crimereporting-info/sexassault-info.html>
- Text Tips to UWPD: Text keyword UWYO and a message to 847411 (TIP411)
- Albany County SAFE Project (on campus): (307) 766-3434, Knight Hall Room 117, email campus@safeproject.org*
 - 24-Hour Hotline: (307) 745-3556

Athletic Department Response to Allegations of Sexual Misconduct that Involve Violence

The Athletic Department adheres to University policies on institutional action in response to alleged acts of sexual misconduct (see the University of Wyoming, Student Code of Conduct). However as athletics participation is a privilege and not a right, the Athletic Department may take immediate interim action to ensure the safety and well-being of its student-athletes when responding to allegations of sexual misconduct involving violence.*

Upon the Athletic Department's receipt of allegations of sexual misconduct involving violence and one or more student-athletes, the following actions shall occur:

1. The Athletic Department shall ensure that appropriate University personnel and/or law enforcement are notified as required by university policy, and state and federal law.
2. In instances in which the complainant is a student-athlete, the Athletic Department staff shall ensure that the student-athlete is provided with University and community resource information for their support and safety (support and safety resource information is also provided in this policy document).
 - a. In instances in which the complainant has alleged another student-athlete as the perpetrator of the misconduct, the Athletic Department may, upon permission from the complainant, provide interim measures to secure a "no-contact" between the student-athletes in Athletic Department facilities and through direct/indirect electronic communication (i.e. phone calls, text messaging, social media, etc.). A copy of the "no-contact" letter (which shall include information regarding the specific application of the "no contact") shall be disseminated to the complainant, the respondent, the Title IX Office, and the Dean of Students Office. The applicable athletic coaches/staff will also be notified of the "no contact" parameters. Violations of the "no-contact" shall be considered violations of the Student-Athlete Code of Conduct, and may result in penalties up to and including dismissal from the team and removal from athletics financial aid. Also note that the Dean of Students Office may take additional steps to implement a "no-contact" or other similar interim measures in non-Athletic Department facilities.
3. In instances in which the respondent is a student-athlete, the Director of Athletics (or his/her designee) shall immediately confer with the Sexual Violence Response Panel to determine if the student-athlete shall be immediately suspended from all practice, competition and all athletically related activity with their respective team.
 - a. The Sexual Violence Response Panel shall consist of the Director of Athletics (or his/her designee), the Chief of the University Police Department (or his/her designee) and the Title IX Coordinator (or his/her designee) in consultation with other campus constituents including but not limited to: the Dean of Students Office, University General Counsel, medical personnel, and survivor advocacy personnel.
 - b. The Sexual Violence Response Panel shall determine, based on the facts available at the time of the allegations, if there is credible evidence in support of a Level III Student-Athlete Code of Conduct (see the Student-Athlete Handbook https://gowyo.com/documents/2020/7/28/2022-23_SA_Handbook.pdf) violation that requires immediate suspension. The Sexual Violence Response Panel shall also determine the length and type of the suspension, if applicable (for example, through the remainder of an investigation).
 - c. The Sexual Violence Response Panel may change or modify previous suspension determinations based upon the review of new compelling facts or information. Suspended student-athletes may be prohibited from attending team practices, competitions, and team activities. Access to Athletic facilities (for example: Locker Rooms, Sports Medicine, Office of Academic Support, and/or Sports Performance) may also be subject to limitations (limited access restricted only by timing/scheduling) as determined by the Department of Athletics) to ensure student-athlete safety and well-being.

* There may be restrictions on interim suspension measures (enforced by the Athletics Department) where the updated 2020 Title IX legislation applies.

Investigations of Sexual Violence, Institutional Action and Subsequent Discipline

The Athletic Department adheres to University policies for the investigation of alleged acts of sexual violence/threats of violence, discrimination and sexual harassment/assault. A more detailed description of these investigative processes can be found here (see *Flowchart of Sexual Misconduct Process for Students*): <http://www.uwyo.edu/reportit/policies/>.

If such investigations determine that student athletes or Athletic Department employees have violated UW policies, the Athletic Department will follow established policies regarding any resulting disciplinary actions.

Rights of Complainant and Respondent

Equal Opportunity Report and Response and the Dean of Students Office can assist with implementing interim measures to ensure the safety and wellbeing of individuals, such as academic assistance or changes in schedules. These measures are available to individuals regardless of whether the individual reports to law enforcement and without the need to wait for the outcome of a Student Code of Conduct hearing or EORR investigation. Students should contact the Dean of Students Office at 307-766-3296. Employees should contact EORR at 307-766-5200. Depending on the circumstances, it may be necessary to temporarily restrict student athletes or Athletic Department employees from participating in practice, competition, team activities, or travel. Such restrictions are not an indication of a policy violation. Decisions about interim measures are made in consultation with the Title IX Coordinator.

When determining a course of action regarding the rights/management of complainants and respondents, the Athletic Department shall adhere to the suggested course of action provided by the Title IX Coordinator and/or controlling campus personnel. These rights include, but are not limited to:

- The opportunity/right to speak on one's own behalf.
- To be accompanied by an advisor or support person who may take notes and advise you, but who may not otherwise participate.
- To provide names of witnesses who can speak about the alleged conduct at issue.
- To present evidence on one's own behalf. Individuals should retain all evidence which may be relevant including documents, texts, e-mails, digital messages and the like.
- To report incidents to law enforcement.
- Non-retaliation for having filed an incident report or participating in the investigation.
- The right to a written report on the decision of the investigator including an explanation of the alleged violations of this policy, sanctions and remedies, if any.

If the person conducting the investigation utilizes an informal process, either the person filing the incident report or the accused may request at any time that the case be resolved through the formal investigation and subsequent appeal process.

Prohibition Against Retaliation

Retaliating against any individual for filing a complaint or participating in an investigation in good faith is strictly prohibited by law and University Regulations, as well as the Student Code of Conduct. Persons who violate this policy may be subject to disciplinary action and/or sanctions as described in the above policies. Please notify the Title IX Coordinator immediately if you believe that you or others are being retaliated against in connection with our review.

Safe Environment Strategies/Sexual Violence Education Efforts

The Athletic Department believes in providing student-athletes and staff with a safe educational/work environment. In addition to the Athletic Department's adherence to all University of Wyoming required trainings regarding sexual violence; the Athletic Department has instituted the following efforts to educate student-athletes and staff regarding sexual violence:

- Annual, *required* sexual violence, hazing, and bullying prevention trainings for all student-athletes, coaches and staff via an online module through Game Plan. This training aligns with the best practices and recommendations from the NCAA's *Sexual Violence Prevention: An Athletics Tool Kit for a Healthy and Safe Culture- Second Edition*, updated in 2019.
- Monthly administrative meetings for coaches and sport specific staff that include the provision of EORR staff, Albany County Safe Project Program, and Dean of Students Office staff contact information.
- Twice annual *required* Compliance Office led presentations to student-athletes regarding EORR staff, Albany County SAFE Project Program, and Dean of Students Office staff contact information.
- Annual sexual violence education including reporting contacts and mental health resources via the UWYO 1050, 3010 and 3050 courses. These courses are taught by Athletic Department staff and are required for applicable scholarship student-athletes (and are available for all student-athletes as well).
- Annual bystander intervention trainings for student-athletes. These trainings are optional but strongly encouraged.
- Green Dot implementation at UW. This program provides primary prevention efforts to reduce sexual assault, stalking, and dating/domestic violence.
- All incoming, continuing and transfer student-athletes have completed an annual disclosure related to their conduct that resulted in discipline through a Title IX proceeding or in a criminal conviction for sexual, interpersonal or other acts of violence, *per NCAA requirements as of August 2022*.

Similarly, the Athletic Department ensures that sexual violence prevention information is provided within the recruiting process. Both student-athlete hosts and prospective student-athletes on official visits are required to sign forms that include information regarding sexual violence and emergency contact information (including EORR staff, and Dean of Students Office staff contact information).

Definitions:

The University of Wyoming has provided the following list of definitions of terms commonly used to refer to acts of sexual assault or interpersonal violence. These are current, common-usage definitions and may be discussed in the above policies and procedures. Some of the definitions listed below are

derived from federal regulations and may not be current “terms of art” or differ slightly from similar terms in other University policies.

Complainant: Means an individual who is alleged to be the victim of conduct that could constitute harassment or discrimination based on a protected class; or retaliation for engaging in a protected activity.

Sexual Harassment: The Department of Education’s Office for Civil Rights (OCR) and the Equal Employment Opportunity Commission (EEOC) regard Sexual Harassment, a specific form of discriminatory harassment, as an unlawful discriminatory practice.

UW has adopted the following definition of Sexual Harassment in order to address the unique environment of an academic community. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved. Formal complaints of behavior that meet the definition of Sexual Harassment must be addressed using specific procedures in accordance with Title IX, specifically Process A.

Sexual Harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and is defined as:

Conduct on the basis of sex/gender or that is sexual that satisfies one or more of the following:

1) Quid Pro Quo:

- a. an employee of the University,
- b. conditions the provision of an aid, benefit, or service of the University,
- c. on an individual’s participation in unwelcome sexual conduct; and/or

2) Sexual Harassment:

- a. unwelcome conduct,
- b. determined by a reasonable person,
- c. to be so severe, and
- d. pervasive, and,
- e. objectively offensive,
- f. that it effectively denies a person equal access to UW’s education program or activity.¹

3) Sexual assault, defined as:

a) Sex Offenses, Forcible:

- Any sexual act directed against another person,
- without the consent of the Complainant,
- including instances in which the Complainant is incapable of giving consent.

b) Sex Offenses, Non-forcible:

•Incest:

- 1) Non-forcible sexual intercourse,

¹ Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is below the age of consent).Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances (“in the shoes of the Complainant”), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

- 2) between persons who are related to each other,
- 3) within the degrees wherein marriage is prohibited by Wyoming law.

•**Statutory Rape:**

- 1) Non-forcible sexual intercourse,
- 2) with a person who is under the statutory age of consent in Wyoming

4) **Dating Violence**, defined as:

- a. violence,
- b. on the basis of sex,
- c. committed by a person,
- d. who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
 - i. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - ii. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - iii. Dating violence does not include acts covered under the definition of domestic violence.

5) **Domestic Violence**, defined as:

- a. violence,
- b. on the basis of sex,
- c. committed by a current or former spouse or intimate partner of the Complainant,
- d. by a person with whom the Complainant shares a child in common, or
- e. by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
- f. by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Wyoming, or
- g. by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Wyoming.

*To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

6) **Stalking**, defined as:

- a. engaging in a course of conduct,
- b. on the basis of sex,
- c. directed at a specific person, that
 - i. would cause a reasonable person to fear for the person's safety, or
 - ii. the safety of others; or
 - iii. Suffer substantial emotional distress.

For the purposes of this definition—

- (i) Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils,

threatens, or communicates to or about a person, or interferes with a person's property.

(ii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.

(iii) Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

UW reserves the right to impose any level of sanction, ranging from a reprimand up to and including suspension or expulsion/termination, for any offense under this policy.

Force, Coercion, Consent, and Incapacitation

As used in the offenses above, the following definitions and understandings apply:

Force: Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., "Have sex with me or I'll hit you," "Okay, don't hit me, I'll do what you want.").

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Coercion: Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Consent: Consent is sexual permission. In order for individuals to engage in sexual activity of any type with each other there must be clear, affirmative, conscious/known, and voluntary permission prior to and during sexual activity. Consent can be given by word or action, but non-verbal consent is not as clear as talking about what you want sexually and what you don't. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Previous consent does not imply consent to sexual activity in the future. Silence or passivity, without actions demonstrating permission, cannot be assumed to show consent. Consent, once given, can be withdrawn at any time as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time. The following people are unable to give consent:

- Persons who are asleep or unconscious
- Persons who are incapacitated due to the influence of drugs, alcohol, or medication
- Persons who are unable to communicate consent due to a mental or physical condition
- Persons who are under the legal age of consent.

Individuals may experience the same interaction in different ways. It is therefore the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be established by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on UW to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Consent in relationships must also be considered in context. When parties consent to BDSM² or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual.

Incapacitation: A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent.

It is a defense to a sexual assault policy violation that the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated. “Should have known” is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction).

Incapacitation is determined through consideration of all relevant indicators of an individual’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

Gender-based discrimination: Any behavior intended to deny or with the direct result being the denial of access to education or employment due to the perceived or actual sex or gender identity of the impacted person(s).

² Bondage, discipline/dominance, submission/sadism, and masochism.

Gender-based harassment: Verbal, non-verbal, graphic, cyber, physical, or otherwise hostile conduct directed at an individual based on sex, sex-stereotyping, actual or presumed gender, sexual orientation, or gender identity, even if those acts do not involve conduct of a sexual nature,

Hostile environment sexual harassment: Unwelcome conduct of a sexual nature that is sufficiently serious that it affects an individual's ability to participate in or benefit from an education program or activity, or creates an intimidating, threatening or abusive educational environment. **Source:** *U.S. Department of Education Office for Civil Rights* (<http://www2.ed.gov/about/offices/list/ocr/qa-sexharass.html>) and *UW Regulation 4- 2* ([UW Regulation 4-2 Discrimination and Harassment \(uwyo.edu\)](http://uwyo.edu)).

Intimidation: Intentional behavior that would cause a reasonable person to fear that they are in danger of injury or harm.

Mandated Reporter: Means an employee of UW who is obligated by policy to share knowledge, notice, and/or reports of harassment, discrimination, and/or retaliation with the Title IX Coordinator

Respondent: Means an individual who has been reported to be the perpetrator of conduct that could constitute harassment or discrimination based on a protected class; or retaliation for engaging in a protected activity.

Retaliation: An adverse action or threat made in reprisal against any individual who participates as an actual or potential party, witness or representative relating to a report under this policy. **Source:** *UW Regulation 4-2* ([UW Regulation 4-2 Discrimination and Harassment \(uwyo.edu\)](http://uwyo.edu)).

Sexual exploitation of adults: Occurs when one person takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. When a person for any purpose, knowingly:

- Allowing other individuals to observe private sexual activity from a hidden location (ex: a closet) or through electronic means (FaceTime, Snapchat, Skype or live-streaming of images) without consent of the participant(s);
- Engaging in voyeurism (watching private sexual activity without the consent of the participant(s) or viewing another person's intimate parts including genitalia, groin, breasts, or buttocks) in a place where that person would have a reasonable expectation of privacy;
- Non-consensual digital, video, or audio recording of nudity or sexual activity;
- Unauthorized sharing or distribution of digital, video, or audio recording of nudity or sexual activity; including the making or posting of revenge pornography;
- Intentionally or recklessly exposing one's genitals in non-consensual circumstances inducing another to expose their genitals
- Prostituting or trafficking another person
- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity
- Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections
- Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity

Sexual exploitation of minors: When a person for any purpose, knowingly:

1. Causes, induces, entices, coerces or permits a minor to engage in, or be used for, the making of child pornography;
2. Causes, induces, entices or coerces a minor to engage in, or be used for, any explicit sexual conduct;
3. Manufactures, generates, creates, receives, distributes, reproduces, delivers or possesses with the intent to deliver, including through digital or electronic means, whether or not by computer, any child pornography; or
4. Possesses child pornography (except as outlined in Wyoming Statute 6-4- 303 (b)(iv)).

Source: *Wyoming Statute 6-4- 303* (<https://wyoleg.gov/statutes/compress/title06.pdf>).

Sexual misconduct: Engaging in non-consensual contact or conduct of a sexual nature. Sexual misconduct incorporates a range of behaviors including dating violence, domestic violence, hostile environment sexual harassment, sexual assault, sexual exploitation, sexual harassment, stalking, and any other conduct of a sexual nature that is nonconsensual.

University community: Faculty, staff, students, contractors, and visitors of the University.

Sexual Violence Prevention and Response Resources

Equal Opportunity Report & Response

Phone: (307) 766-5200 Email: report-it@uwyo.edu

Jim Osborn (Title IX Coordinator/Manager of Investigations) P: (307) 766-5228 E:jimosbrn@uwyo.edu

Emergency Phone Numbers

Safety, emergency or life-threatening situation: 911

University Counseling Center

For crises situations:

- During business hours, call 766-2187 then proceed to tell the front desk associate that this is a crisis situation and ask to speak with a senior clinician.
- After-hours, call (307) 766-8989; Iverson Memorial Hospital: (307) 742-2141

SAFE Project, After Hours Number: (307) 745-3556

Non-Emergency Phone Numbers

- UW Police, Non-Emergency: (307) 766-5179
- University Counseling Center: (307) 766-2187
- Student Health Services: (307) 766-2130
- Dean of Students: (307) 766-3296

Campus Resource Page

<http://www.uwyo.edu/reportit/>

NCAA Resource Page

<http://www.ncaa.org/sport-science-institute/sexual-assault-and-interpersonal-violence>

UW Clery Act/Title IX Policies and Procedures

<http://www.uwyo.edu/regs-policies/section-4-diversity-and-equal-opportunity/>

<http://www.uwyo.edu/dos/conduct/>

<http://www.uwyo.edu/regs-policies/section-11-student-affairs/>

http://www.uwyo.edu/reportit/_files/harassment-and-nondiscrimination-policy-.pdf

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT

BEST PRACTICES STATEMENT ON INCLUSION AND PARTICIPATION OF TRANSGENDER STUDENT-ATHLETES

Introduction:

In August 2011, the NCAA approved a policy for inclusion of transgender student-athletes in intercollegiate competition (subsequently updated in January 2022). Information from the NCAA Guideline on Inclusion of Transgender Student-Athletes and the UW Regulations 4-1 and 4-2 were used as a framework for the University of Wyoming Intercollegiate Athletics best practices statement. The University of Wyoming Athletics Department is dedicated to diversity and inclusion and to providing safe and equitable opportunities for all student-athletes. This best practices statement was created to fairly and effectively address intercollegiate athletic participation by transgender student-athletes as well as to provide information and education to all students, parents, coaches, staff, administrators, and community members.

This best practices statement will be reviewed annually and as needed.

“Transgender” is defined in this document as an individual whose gender identity (how people identify themselves as boy/man or girl/woman) does not match the person’s assigned sex³ at birth.

Transgender woman- a woman who was assigned male at birth (AMAB). She may shorten it to trans woman.

Transgender man- a man who was assigned female at birth (AFAB). He may shorten it to trans man.

The key feature of being transgender is having ***a psychological identification as a man or woman that differs from the person’s assigned sex at birth***. Transgender does **not**, for purposes of this document, refer to:

- a person’s biological/anatomical sex
- a person’s sexual orientation (a transgendered individual may identify as straight, gay, lesbian, or bisexual)
- conditions known as “Disorders of Sex Development” in which people may be born with mixed or atypical bodies with respect to sexual characteristics such as chromosomes, reproductive organs and genitalia
- “gender variant” individuals whose behaviors/interests fall outside what is considered typical for their assigned sex at birth. Gender variant individuals are often not transgender, but they may not conform to gender stereotypes in their appearance, clothing, physical characteristics, interests or activities

³ The World Health Organization defines sex as a biological characteristic that typically define men and women, and also intersex individuals. Gender refers to socially constructed characteristics of women and men- such as norms, roles and relations of and between groups of women and men. <https://www.who.int/news-room/q-a-detail/gender-and-health>

- This is not an exhaustive list. Additional definitions can be found at the following link:
https://ncaaorg.s3.amazonaws.com/inclusion/lgbtq/INC_TransgenderHandbook.pdf

NCAA Guiding Principles

The NCAA is committed to diversity and inclusion. Bylaw 20.9.1.9 (*adopted 1/19/13, effective 8/1/13*) reiterates this commitment and stands as one of the major guiding principles.

- Participation in intercollegiate athletics is a valuable part of the education experience for all students.
- Transgender student-athletes should have equal opportunity to participate in sports.
- The integrity of women's sports should be preserved.
- Policies governing sports should be based on sound medical knowledge and scientific validity.
- Policies governing sports should be objective, workable and practicable; they should also be written, available and equitably enforced.
- Policies governing the participation of transgender students in sports should be fair in light of the tremendous variation among individuals in strength, size, musculature, and ability.
- The legitimate and medical privacy interests of all student-athletes should be protected and preserved without regard to gender identification.
- Athletics administrators, staff, parents of athletes and student-athletes should have access to educational resources and training related to the participation of transgender and gender-variant students in athletics.
- Policies governing the inclusion of transgender students in athletics should comply with state and federal laws protecting students from discrimination based on sex, disability, and gender identity and expression. Additionally, UW Regulation 1-5 outlines the university policy regarding civil rights discrimination.

NCAA Bylaws Related to Mixed Teams and Hormonal Treatment

Two areas of NCAA regulations can be impacted by transgender student-athlete participation: mixed team status and use of banned substances.

A mixed team is a varsity intercollegiate sports team on which at least one individual of each gender competes (*Revised: 5/8/06*). NCAA Bylaw 18.02.2 states that for purposes of meeting the required minimums set forth in Bylaws 18.2.3 and 18.2.4, a mixed team shall be counted as one team. A mixed team shall count toward the minimum sponsorship percentage for men's championships.

NCAA rules state that a male participating in competition on a female team makes the team a "mixed team." The mixed team can be used for sports sponsorship numbers (provided other conditions, such as being an acceptable NCAA sport, outlined in Bylaw 20.9 (Division I), 20.10 (Division II) and

20.11 (Division III) are met) and counts toward the mixed/men's team minimums within the membership sports-sponsorship requirements. Such a team is ineligible for a women's NCAA championship but is eligible for a men's NCAA championship.

A female on a men's team does not impact sports sponsorship in the application of the rule-the team still counts toward the mixed/men's numbers. Such a team is eligible for a men's NCAA championship.

Once a team is classified as a mixed team, it retains that status through the remainder of the academic year without exception.

The decision to re-classify a team as a mixed team is at the sole discretion of the University of Wyoming.

NCAA Bylaw 31.2.3 identifies testosterone (and other anti-estrogens) as a banned substance (Bylaw 31.2.3.4), and provides for a medical exception review for demonstrated need for use of a banned medication (Bylaw 31.2.3.5). It is the responsibility of the NCAA institution to submit the request for a medical exception (see www.ncaa.org/drugtesting) for testosterone treatment prior to the student-athlete competing while undergoing treatment. In the case of testosterone suppression, the institution must submit written documentation to the NCAA of the year of treatment and ongoing monitoring of testosterone suppression. This documentation is also necessary for student-athletes that are on a roster, but may not be currently competing.

NCAA Policy on Transgender Student-Athlete Participation

In January 2022, the NCAA Board of Governors updated the transgender student-athlete participation policy governing college sports- effective immediately. The new policy aligns transgender student-athlete participation with the [Olympic Movement \(PDF\)](#). Similar to the U.S. Olympic and Paralympic Committee, the updated NCAA policy calls for transgender student-athlete participation for each sport to be determined by the policy for the national governing body of that sport. If there is no NGB policy for a sport, it would then be decided by the policy for that sport's international federation. If there is no international federation policy, it would be determined by [policy criteria \(PDF\)](#) previously established by the International Olympic Committee. Sport-specific policies are subject to ongoing review and recommendation by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports to the Board of Governors.⁴

Phase One – 2022 winter and spring championships⁵

I. For participation in 2022 winter and spring championships, transgender student-athletes must provide documentation to the CSMAS within four weeks before the selections date for their championship.

II. The documentation must demonstrate compliance with the [2010 NCAA policy \(PDF\)](#), which calls for one year of testosterone suppression treatment. It should also document a one-time serum testosterone level that falls below the maximum allowable level for the sport in which the student-

⁴ NCAA. (January 2022). *Transgender Student-Athlete Participation Policy*. Sport Science Institute. <https://www.ncaa.org/sports/2022/1/27/transgender-participation-policy.aspx>

⁵ NCAA. (January 2022). *Transgender Student-Athlete Participation Policy*. Sport Science Institute. <https://www.ncaa.org/sports/2022/1/27/transgender-participation-policy.aspx>

athlete is competing within four weeks of championship selections for that sport. This means that student-athletes who have already fulfilled the 2010 NCAA policy need only provide one validated serum testosterone level in this time frame.

III. Transgender student-athletes who are participating in regular season competition (including conference championships) for the remainder of academic year 2022 remain subject to the 2010 NCAA policy only.

Phase Two – 2022-23 regular season and championships

IV. Beginning Aug. 1, 2022, participation in NCAA sports requires transgender student-athletes to provide documentation that meets the above criteria for the [2010 NCAA policy \(PDF\)](#), plus meet the sport standard for documented testosterone levels at the beginning of their competition season and again six months later. This means that student-athletes who have already been competing do not need to demonstrate the newly adapted sport-specific testosterone levels for the entire prior year if they are not available.

V. For participation in NCAA championships, transgender athletes must additionally provide documentation of testosterone levels to the CSMAS with laboratory work completed within four weeks of the championship selections.

Phase Three – 2023-24 full implementation

VI. Beginning Aug. 1, 2023, participation in NCAA sports requires transgender student-athletes to provide documentation that meets the sport-specific standard submitted twice annually (once at the beginning of competition season and the second six months following) for one year. This process will continue annually for eligible student-athletes.

VII. For participation in NCAA championships, transgender athletes must additionally provide documentation of testosterone levels to the CSMAS with laboratory work completed within four weeks of the championship selections.

Additional flexibility

VIII. The Board of Governors urged the divisions to allow for additional, future eligibility if a transgender student-athlete loses eligibility based on the policy change, provided they meet the newly adopted standards.

IX. The NCAA's Office of Inclusion and Sport Science Institute also released the [Gender Identity and Student-Athlete Participation Summit Final Report \(PDF\)](#). The report assists ongoing membership efforts to support an inclusive environment that promotes and develops the mental and physical health of transgender and non-binary student-athletes in collegiate sport. The foundational principles in this report will be developed further in conjunction with the Committee to Promote Cultural Diversity and Equity, CSMAS and other core membership committees that address gender identity.

The following policies clarify participation of trans student-athletes* undergoing hormonal treatment for gender transition⁶:

1. A trans male (AFAB) student-athlete who has received a medical exception for treatment with

⁶ NCAA Board of Governors Committee. (January 2022). *2010 NCAA Policy on Transgender Student-Athlete Participation*. https://ncaaorg.s3.amazonaws.com/inclusion/lgbtq/INC_TransgenderStudentAthleteParticipationPolicy.pdf

testosterone for diagnosed gender dysphoria for purposes of NCAA competition may compete on a men's team, but is no longer eligible to compete on a women's team without changing that team status to a mixed team.

2. A trans female (AMAB) student-athlete being treated with testosterone suppression medication for gender dysphoria for the purposes of NCAA competition may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed team status until completing one calendar year of testosterone suppression treatment.

Trans student-athletes who are not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with their sex assigned at birth.

- A trans male (AFAB) student-athlete who is not taking testosterone related to gender transition may participate on a men's or women's team.
- A trans female (AMAB) student-athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.

*This policy may also apply to student-athletes who identify as non-binary. The same policy requirements apply to student-athletes who identify as non-binary and wish to compete on a men's or women's team.

Student-Athlete Responsibilities In order to avoid challenges to a transgender student-athlete's participation during a sport season, a student-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition should submit the request to participate on a sports team in writing to the director of athletics, or designee, upon admission or when the decision to undergo hormonal treatment is made.

The request should include a letter from the student's health care provider documenting the student-athlete's intention to transition or the student's transition status if the process has already been initiated. This letter should identify the prescribed hormonal treatment for the student's gender transition and documentation of the student's testosterone levels, if relevant. The letter will be part of the student-athlete's confidential medical record.

In any case where a student-athlete is taking hormone treatment related to gender transition, that treatment must be monitored by a physician or other health care provider and the University of Wyoming Intercollegiate Athletics must receive regular reports about the student athlete's eligibility according to this policy. These reports will be submitted as determined by the physician but at least once per year. This will be overseen in coordination with the designated team physician.

University of Wyoming Responsibilities The director of athletics, or designee, will meet with the student to review eligibility requirements and procedure for approval of transgender participation.

If hormone treatment is involved in the student-athlete's transition, the director of athletics, or designee, should notify the NCAA of the student-athlete's request to participate with a medical

exception request. The information on medical exceptions can be found at: www.ncaa.org/drugtesting

The student-athlete is encouraged to meet with someone who can offer support, advice, and appropriate referrals through the process, if desired. Should the student-athlete want help in finding such a person, they will be referred to Dr. Chris Praetzel, Director of Student-Athlete Well-Being or Dr. Kurt Johnson, Primary Care Physician/Medical Director or other appropriate campus resources, including but not limited to the University Counseling Center (UCC) or the Student Health Service.

To assist in education and development for intercollegiate athletics, a Transgender Participation Committee has been established at the University of Wyoming Athletics Department. Members of the committee include representation from the following departments: Athletics Department, Sports Medicine, Office of General Counsel, Title IX Coordinator, University Counseling Center, Student Health Services, Residence Life, and the Student-Athlete Advisory Committee.

This committee was created to assist in education and development of best practices for intercollegiate athletes.

The committee is advisory only in nature. Specific issues dealing with individual student-athletes will go through already defined University administrative processes.

The athletics department may request committee input on issues as they arise.

Discussions among involved parties and written documentation related to an individual student-athlete's transgender identity shall be kept confidential in accordance with applicable federal, state, and local privacy laws, unless the student-athlete makes a specific request otherwise. A student-athlete must make a written request, including a signed release of medical information before his/her/their confidential information can be released to others.

Additional Guidelines for Transgender Student-Athlete Inclusion

Facilities Access

It is the policy of the University of Wyoming to provide equal access to restrooms, locker rooms, or changing facilities to all members of our community. Individuals are able to use University of Wyoming restrooms, locker rooms, or changing facilities in accordance with their gender identity. In addition, single-use family/gender neutral restrooms can be found at [these locations](#).

Changing Areas, Toilets and Showers: Transgender student-athletes are able to use the locker room, shower, and toilet facilities in accordance with the student-athlete's gender identity. If requested by a transgender student-athlete, the University of Wyoming Athletics Department will work to provide private, separate changing, showering, and toilet facilities for the student-athlete's use, but transgender student-athletes are not required to use separate facilities. In addition, the athletics department will also work to provide private, enclosed changing areas, showers, and toilets for use by any student-athlete who requests them.

Competition at Another School: If a transgender student-athlete has a particular request related to changing, showering, or bathroom facilities, the athletics department administrator, and/or coaches, in consultation with the transgender student-athlete, will notify their counterparts at other schools prior

to competitions to try to meet that request. Any notification to other schools will be done in a way that works to preserve the student's confidentiality.

Hotel Rooms: Transgender student-athletes generally should be assigned to share hotel rooms based on their gender identity, with recognition that any student who needs extra privacy should be accommodated whenever possible.

Language

Preferred Names: Teammates, coaches, and all others in the school are highly encouraged to refer to transgender student-athletes by a student-athlete's preferred name and references to transgender student-athletes should reflect the student-athlete's gender identity and pronoun preferences.

Dress Codes

Dress Codes: Transgender student-athletes should be permitted to dress with appropriate formality in ways that suit their gender identity. Dress codes for athletics teams when traveling or during a game day at school should be gender neutral.

Education

Athletics Department: Information and education opportunities about transgender identities will be offered to all members of the athletics department. This information may include institutional and conference non-discrimination policies, the use of preferred names and pronouns, and expectations for creating a respectful team and school climate for all students, including transgender and gender non-conforming students. This will be presented on an annual basis during the pre-season team meeting for all student-athletes and during annual faculty/staff meetings for athletics department employees.

Media

Training: All intercollegiate athletics representatives (sports information departments and personnel, athletics administrators, team members, and coaches) who are authorized to speak with the media will receive information about appropriate terminology, use of names and pronouns, and school and athletics conference policies regarding the participation of transgender student-athletes on school sports teams.

Confidentiality: All medical information shall be kept confidential in accordance with applicable state, local, and federal privacy laws.

Discrimination and Retaliation

Discrimination, which includes harassment, will not be tolerated. It is a violation of University policy to interfere with or circumvent in an inappropriate manner the employment or educational pursuits of any member of the University community. Discrimination and retaliation are specifically prohibited. Complaints related to discrimination or retaliation will be addressed promptly, with appropriate corrective action taken; violations of a severe or persistent nature are considered serious and may result in separation from the University.

Complaints from employees or students related to discrimination should be referred to:

Title IX Coordinator/Office of Diversity and Employment Practices
Bureau of Mines, Room 320

1000 E University Ave, Dept 4307
Laramie, WY 82071
Phone: (307)766-5200

Email: report-it@uwyo.edu

Retaliation: Retaliation against anyone who complains about discrimination based on gender identity or expression, or against anybody involved in the review of such matter, is prohibited by law and is subject to discipline.

Definitions and Terminology ⁷

Gender — The complex relationship between physical traits and one’s internal sense of self as male, female, both or neither as well as one’s outward presentations and behaviors related to that perception. Biological sex and gender are different; gender is not inherently connected to one’s physical anatomy.

Gender Identity — One’s inner concept of self as male or female or both or neither. One’s gender identity can be the same or different than the gender assigned at birth. Most people become conscious of their gender identity between the ages 18 months and 3 years. Most people have a gender identity that matches their assigned gender at birth. For some, however, their gender identity is different from their assigned gender. Some of these individuals choose to live socially as the other gender and may also hormonally and/or surgically change their bodies to more fully express their gender identity. All people have gender identity, not just transgender people.

Gender Expression — Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Many transgender people seek to make their external appearance—their gender expression—congruent with their internal gender identity through clothing, pronouns, names, and, in some cases, hormones and surgical procedures. All people have gender expression, not just transgender people.

Transgender — Sometimes used as an ‘umbrella term’ to describe anyone whose identity or behavior falls outside of stereotypical gender norms. More narrowly defined, it refers to an individual whose gender identity does not match their assigned birth gender. Being transgender does not imply

⁷ NCAA Office of Inclusion. (2011, August). *NCAA Inclusion of Transgender Student-Athletes*. NCAA Inclusion. https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf; Department of Labor. (2023, May 1). *Glossary of terms: Transgender*. GLAAD. <https://glaad.org/reference/trans-terms/>

any specific sexual orientation (attraction to people of a specific gender.) Therefore, transgender people may additionally identify as straight, gay, lesbian, or bisexual.

Sexual Orientation — Term that refers to being romantically or sexually attracted to people of a specific gender. Our sexual orientation and our gender identity are separate, distinct parts of our overall identity. Although a child may not yet be aware of their sexual orientation, they usually have a strong sense of their gender identity.

Genderqueer — This term represents a blurring of the lines around gender identity and sexual orientation. Genderqueer individuals typically reject notions of static categories of gender and embrace a fluidity of gender identity and sexual orientation. This term is typically assigned an adult identifier and not used in reference to preadolescent children.

Gender Nonconforming/Gender variant — Refers to individuals whose behaviors and/or interests fall outside what is considered typical for their assigned gender at birth. Someone who identifies as “gender nonconforming” is not necessarily transgender. To the contrary, many people who are not transgender do not conform to gender stereotypes in their appearance, clothing, physical characteristics, interests, or activities.

Gender Fluidity — Gender fluidity conveys a wider, more flexible range of gender expression, with interests and behaviors that may even change from day to day. Gender fluid individuals do not feel confined by restrictive boundaries of stereotypical expectations of girls or boys.

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Intersex — An estimated one in 2,000 babies is born with an “intersex” condition or Disorders of Sex Development (DSD). People with intersex conditions (DSD) are born with physically mixed or atypical bodies with respect to sexual characteristics, i.e. chromosomes, internal reproductive organs, and genitalia. These characteristics may not be visible and individuals may not be aware of the condition. Having an intersex condition does not necessarily affect a person’s gender identity.

Nonbinary (NB): A term used by people who identify as neither entirely male or entirely female. This can include people who are agender, bigender, genderfluid, gender nonconforming, and genderqueer among others. Some nonbinary people identify as transgender, while others do not.

Pronouns: Terms used to substitute a person’s name when they are being referred to in the third-person. Some common pronouns include he/him/his, she/her/hers, and they/them/their(s). A person’s gender should not be assumed based upon their pronouns.

Transgender woman- a woman who was assigned male at birth (AMAB). She may shorten it to trans woman.

Transgender man- A man who was assigned female at birth (AFAB). He may shorten it to trans man.

Transition — Transition is the process a person undertakes to bring their gender expression and/or their body into alignment with their gender identity. It is a complex process that occurs over a long period of time and the exact steps involved in transition will vary from person to person. Transition can include:

Social transition – Telling family, friends, and co-workers, using a different name, using different pronouns, dressing differently, starting or stopping wearing make-up and jewelry, etc.

Legal transition – Changing your name and/or sex marker on documents like a driver’s license, passport, Social Security record, bank accounts, etc.

Medical transition – Hormone replacement therapy and/or one or more surgical procedures.

Transphobia — Fear or hatred of transgender people. Transphobia is manifested in a number of ways, including violence, harassment, and discrimination.

Two-Spirit- Two-Spirit: Contemporary umbrella term that refers to the historical and current First Nations people whose individual spirits were a blend of female and male spirits. This term has been reclaimed by Native American LGBTQ communities in order to honor their heritage and provide an alternative to the Western labels of gay, lesbian, or transgender.

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US DOL Policies on Gender. <https://www.thetaskforce.org/wp-content/uploads/2019/06/Task-Force-LGBTQ-RJ-Glossary-of-Terms.pdf>

University of Wyoming Office of Diversity and Employment Practices, [4-1& 4-2](http://www.uwyo.edu/regs-policies/index.html)
<http://www.uwyo.edu/regs-policies/index.html>

University of Wyoming Policy on Equal Access to Restrooms and Other Facilities
<https://www.uwyo.edu/hr/eo-aa/fairness/index.html>

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT STUDENT-ATHLETE MENTAL HEALTH AND WELL-BEING POLICIES AND PROCEDURES

Overview of Student-Athlete Mental Health and Well-Being

The University of Wyoming's Department of Intercollegiate Athletics strives to provide support for student-athletes, especially in the areas of mental health and well-being. Through its relationships with the University Counseling Center, Psychology Clinic, WellSpring Counseling Clinic, Counselor's Education Department, University Disability Support Services, the Dean of Students Office and other community care programs; the Office of Sports Medicine in Athletics has established a strong interdisciplinary team (see below) of mental health care providers. With this collaborative process, student-athletes receive both proactive and responsive care that is critical for their success both on and off the field.

Student-Athlete Well-Being Team

Dr. Chris Praetzel – Director of Student-Athlete Well-Being

Dr. Kurt Johnson – Primary Care Physician/Medical Director

TBD- Assistant Director, Student-Athlete Well-Being

Graduate Assistant(s)/Mental Health Intern(s)

Student-Athlete Well-Being Committee

Mike Cotterman – Director of Sports Performance for Olympic Sports

Eric Donoval – Director of Sports Performance for Football

Kevin Goff - Director of Performance Dietetics for Football

Scott Knerr – Director of Sports Medicine

Mattison Maisel – Assistant AD for Academic Services

Dr. Chris Praetzel – Director of Student-Athlete Well-Being

Peter Prigge – Associate AD for Compliance and Olympic Sports

Megan Skinner – Director of Performance Dietetics for Olympic Sports

Taylor Stuemky – Associate AD for Internal Operations/SWA

Matt Whisenant – Deputy AD

Dr. Kurt Johnson – Primary Care Physician/Medical Director

TBD - Assistant Director, Student-Athlete Well-Being

Interdisciplinary Team

Dr. Julio Brionez – Director of University Counseling Center/Designee

Dr. Kim Chestnut – Vice President of Student Affairs/Designee

Dr. Karen Drew- Associate Dean of Students-Welfare Coordinator

Mike Cotterman – Director of Sports Performance for Olympic Sports

Eric Donoval – Director of Sports Performance for Football

Kevin Goff - Director of Performance Dietetics for Football

Scott Knerr – Director of Sports Medicine

Mattison Maisel – Assistant AD for Academic Services

Ryan O'Neil- Dean of Students

Dr. Chris Praetzel – Director of Student-Athlete Well-Being

Peter Prigge – Associate AD for Compliance and Olympic Sports

Megan Skinner – Director of Performance Dietetics for Olympic Sports

Taylor Stuemky – Associate AD for Internal Operations/SWA

Matt Whisenant – Deputy AD
 Student Athlete Advisory Committee (SAAC) Representative
 Dr. Kurt Johnson – Primary Care Physician/Medical Director
 TBD - Assistant Director, Student-Athlete Well-Being

The Interdisciplinary Team will serve in an advisory/oversight capacity to both the Student-Athlete Well-Being Committee and Student-Athlete Well-Being Team. The Student-Athlete Well-Being Committee meets monthly (at a minimum) to track all student-athletes who could require, receive or have accessed mental health support. This committee also discusses well-being trends and best practices and helps to develop programming and interventions that address these trends. More specifically, the Student-Athlete Well-Being Team will serve as the “working group” (e.g., licensed service providers, handling of day-to-day issues, meet bi-monthly, etc.). The Interdisciplinary Team will meet with Student-Athlete Well-Being Committee throughout the year to discuss/review student-athlete data, applicable Athletic Department/campus policies and procedures and NCAA best practices. Discussions with the Interdisciplinary Team should, in most cases, be limited to de-identified data and focused on general practices.

Mental Health and Wellness Evaluation

Evaluation of student-athletes for mental health disorders or illnesses is imperative to their overall well-being. Every University of Wyoming student-athlete is evaluated by the Primary Care Physician/ Medical Director to assess their mental health/well-being *prior* to being cleared to participate in athletics. The Primary Care Physician and Director of Student-Athlete Well-Being are licensed providers and possess core competencies to treat mental health disorders. The Primary Care Physician/ Medical Director has the autonomous authority to determine mental health management for student-athletes. Additional evaluations and treatment of student-athletes with mental health disorders/mental illness will be managed by the Director of Student-Athlete Well-Being.

Additionally, student-athletes are *annually* required to participate in mental health screenings conducted by designated personnel. It is also important to note that all Office of Sports Medicine staff personnel are able to work with administrative staff and coaches to refer student-athletes to the well-being program. Referrals are provided to athletic trainers and student-athletes through the Student-Athlete Well-Being Team. This process is described in more detail in the Mental Health Emergency Action and Management Plan.

Mental Health Emergency Action and Management Plan (MHEAMP)

The Office of Sports Medicine has adopted the attached Mental Health Emergency Action and Management Plan (MHEAMP) to address both emergency and non-emergency mental health issues. (See Appendix A). The plan takes a collaborative approach and includes other stakeholders across the broader campus community who are involved in supporting student-athlete well-being.

Examples of emergency student-athlete mental health situations addressed in the MHEAMP include, but are not limited to:

- Management of suicidal and/or homicidal ideation
- Management of victims of sexual assault
- Management of agitated or threatening behavior, acute psychosis (often involves hallucinations and/or delusions) and/or paranoia

- Management of acute delirium/confusional state
- Management of acute intoxication or drug overdose

The MHEAMP also provides guidelines for the Office of Sports Medicine's management and use of routine mental health referrals. These steps address significant, but non-emergency, mental health issues which may impact a student-athlete's overall well-being.

Ongoing Mental Well-Being and Resilience Promotion

The Department of Intercollegiate Athletics and the Office of Sports Medicine believe in providing student-athletes with an ongoing environment that supports positive psychological well-being, normalizes care seeking, and fosters experiences and interactions that promote personal growth and resiliency, self-acceptance, autonomy, and healthy relationships with others. To these ends, the following services are provided to student-athletes throughout their participation in athletics:

- Regular, annual mental health trainings including, but not limited to resiliency development, identity formation, stress management, sexual assault prevention, career development, bystander intervention, hazing/bullying, sleep, nutrition, body image, and relationship skills.
- General student-athlete well-being trainings and programs through the Excellence at 7220 program and student-athlete transitional courses (UWYO 1050, UWYO 3010 and UWYO 3050).
- Free, confidential, on-site (within the Student-Athlete Well-Being Department) mental health counseling through licensed mental health providers. In addition, semester-based graduate assistants and interns through mental health counseling university programs may provide services under supervision of the Director of Student-Athlete Well-Being.
- Psychiatric/psychotropic medication management services within the Office of Sports Medicine.
- Transitional care/referral information for student-athletes leaving the college sport environment.
- Access to campus resources including, but not limited to:
 - Student Health Service
 - University Counseling Center
 - Psychology Clinic
 - Well-Spring Counseling Center
 - Dean of Students
 - Wellness Center
 - Online Mental Health/Well-Being Education Modules (e.g., EVERFI, Game Plan, etc.)
- Access to additional off-campus resources as deemed appropriate/necessary by the Primary Care Physician/Medical Director and Director of Student-Athlete Well-Being.

Similarly, the Office of Sports Medicine recognizes that coaches and other support staff are in a unique situation to develop important relationships with student-athletes. To ensure these other individuals are equipped with the appropriate tools to support student-athletes, the following programs and trainings are made available to coaches:

- Mental Health Response trainings
- Suicide prevention trainings
- Sexual assault prevention trainings
- Bullying/Hazing prevention trainings
- Regular workshops through the Excellence at 7220 Program for coaches/staff that include information on relationship building and interpersonal skills applicable to student-athletes.
- Campus wide trainings related to diversity and inclusion.

APPENDIX A

Mental Health Emergency Action and Management Plan (MHEAMP)

Introduction

The Office of Sports Medicine's Mental Health Emergency Action and Management Plan (MHEAMP), addresses emergency and non-emergency mental health issues. While the plan is organizationally divided into specific procedures for **Mental Health Emergencies** and **Mental Distress, Non-Emergencies**; it is important to note that every mental health situation is important and should be treated with a sense of urgency by all involved parties. The below described policies and procedures for managing these situations have been devised based in consultation with licensed physicians, mental health professionals, and key campus stakeholders engaged in student mental health and wellness. This MHEAMP will be located in the Athletic Department Policies and Procedures Notebook, in the Student Athlete Handbook, and available on the Athletic Department website.

Athletic Department Staff/Coaches Expectations and Roles

The University of Wyoming's Department of Intercollegiate Athletics (Athletic Department) strives to provide support for student-athletes, especially in the areas of mental health and well-being. In particular, the mental health of student-athletes requires a coordinated effort between several individuals both within and outside of the Athletic Department.

To this end, all Athletic Department staff and coaches are expected to review this MHEAMP annually, and to understand their role in student-athlete mental health and well-being.

- Coaches Expectation/Role: Coaches are on the frontline of student-athlete contact, and should be willing and able to assist a student-athlete in mental health crisis. Coaches who believe they have observed the symptoms listed in the mental health emergency and mental health

distress sections within this MHEAMP in a student-athlete should refer student-athlete mental health concerns to appropriate support personnel. Coaches are also expected to provide student-athletes with an environment that is supportive of good mental health – one in which they are empowered to seek assistance where it is needed.

- Office of Sports Medicine Expectation/Role: The Office of Sports Medicine shall serve as the central coordination unit for student-athletes to receive mental health care. The Sports Medicine staff assist coaches and other staff with securing mental health support for student-athletes in crisis, as well as ensure that campus and local mental health resources are utilized for the prevention and treatment of mental health issues. The following key personnel on the Office of Sports Medicine team and their role in this process are as follows:
 - **Primary Care Physician/Medical Director:** The Primary Care Physician/Medical Director will provide mental health services as appropriate, refer student-athletes to work with the Director of Student-Athlete Well-Being for services, and to determine referrals to outside providers.
 - **Director of Student-Athlete Well-Being:** will serve as the primary provider for mental health treatment, service development and referrals for student-athletes. This provider is responsible for providing mental health education to athletics staff and coaches. This position will provide student-athletes with skill building opportunities that develop the well-being of the student population within athletics. The director will oversee the development and maintenance of well-being plans and supervise graduate/internship level mental health providers. This position is responsible for committee oversight, tracking of student-athletes receiving services, well-being trends and best practices.
 - **Assistant Director, Student-Athlete Well-Being:** will serve as a provider for mental health treatment, service development and referrals for student-athletes. They will assist the Director of Student-Athlete Well-Being in skill building opportunities that develop the well-being of the student population within athletics. This position will assist with conducting trainings and workshops for coaches and staff members, and also help organize and facilitate the student-athlete mental health screenings.
 - **Athletic Training/Sports Medicine Staff:** will refer student-athletes to Primary Care Physician/Medical Director and/or the Director of Student-Athlete Well-Being for mental health evaluation. They are to notify emergency personnel in situations involving a **Mental Health Emergency** if they believe that they have observed symptoms identified within this MHEAMP. Additionally, they may assist in scheduling and tracking student-athlete mental health care appointments as well as communicating limited information to coaches and other applicable Athletic Department staff on a case-by-case basis, with oversight from the licensed provider.
- Student-Athlete Well-Being Team Expectation/Role: The Student-Athlete Well-Being Team, consists of the Primary Care Physician/Medical Director, the Director of Student-Athlete Well-Being, the Assistant Director, Student-Athlete Well-Being, and Graduate Assistant(s)/Mental Health Intern(s). The Team shall meet every two weeks to review student-athlete mental health and well-being needs. The Team may make recommendations for policy, procedure, and treatment regarding student-athlete mental health as well as review individual well-being *plans* for student-athletes. This **MHEAMP** shall also be reviewed and updated (if necessary) annually by the Student-Athlete Well-Being Team.

- Student-Athlete Well-Being Committee Expectation/Role: The Student-Athlete Well-Being Committee, consists of the Primary Care Physician/Medical Director, the Director of Student-Athlete Well-Being, the Assistant Director, Student-Athlete Well-Being, the Office of Academic Support Director, the Director of Sports Medicine, the Director of Sports Performance for Olympic Sports, the Director of Sports Performance for Football, the Director of Compliance, the Director for Performance Dietetics-Football, the Director for Performance Dietetics-Olympic Sports,, and select members of the Senior Administration. The Committee shall meet at minimum on a monthly basis to update tracking, discuss trends and develop programming in response to those identified trends. This **MHEAMP** shall also be reviewed and updated (if necessary) annually by the Student-Athlete Well-Being Committee.
- All Other Athletic Department Staff and Support Staff Expectation/Role: All Athletic Department staff are expected to be familiar with this **MHEAMP** as well as campus protocol so that they may act appropriately as responsible reporters when faced with a student-athlete mental health crisis.
- Student-Athletes Expectation/Role: Student-athletes can expect to be provided with an ongoing environment that supports positive psychological well-being, normalizes care seeking, and fosters experiences and interactions that promote personal growth, self-acceptance, autonomy, and positive relationships with others.

Mental Health Emergencies

Mental Health Emergencies involve situations in which a student-athlete is in need of immediate emergency medical and/or mental health assistance. In such situations, it is imperative that the student-athlete receives immediate assistance for their own safety as well as the safety of others. The following situations shall always be considered **Mental Health Emergencies** and require immediate action:

- Imminent risk of threat or harm to self or others
- Sexual assault
- Highly agitated, violent or threatening behavior
- Acute psychosis or paranoia or out of control behavior
- Delirium/confused state
- Acute intoxication or drug overdose

If a student-athlete displays any of these symptoms/issues, the responding staff/coach shall immediately contact any of the following emergency response representatives:

- Safety, Emergency, or Life-Threatening Situation: **911**
- University of Wyoming Police Department: **(307) 766-5179**
- University Counseling Center, After Hours Number: **(307) 766-8989**
- Ivins Memorial Hospital, Behavioral Health: **(307) 742-0285**
- Albany County SAFE Project, 24 Hour Hotline: **(307) 745-3556**
- Mental Health Emergency Hotline: **988**

Once the student-athlete has received assistance and is safe, the responding staff/coach shall notify the Primary Care Physician/Medical Director and/or the Director of Student-Athlete Well-Being who may inform other appropriate parties (i.e. Dean of Students Office, University Counseling Center, appropriate Athletic Department personnel, and other applicable campus constituents) as needed on a case-by-case basis.

Considerations for Specific Mental Health Emergencies

1. Suicidal and/or homicidal ideation

Suicide is the second-leading cause of death for young adults. Athletes are not exempt from thoughts of suicide. As a staff member, you may be in contact with athletes who reach out to you and express suicidal thoughts. It is important to take all comments seriously. Suicidal risk is based on a constellation of clues, not just observing any one clue. These clues fall into the following categories:

Situational Clues

- Overwhelming loss(es).
- Loss of highly valued entities.
- Not always obvious (e.g., rejection from teammates or loss of playing time).

Depressive Symptoms (several symptoms present)

- | | |
|-------------------------------------|---------------------------------|
| • Insomnia | • Crying spells |
| • Decreased powers of concentration | • Feelings of worthlessness |
| • Anorexia | • Increased social isolation |
| • Decreased energy | • Low self-esteem |
| • Anhedonia | • Preoccupation with death |
| • Apathy | • Hopelessness about the future |
| • Poor self-care | • Irritability - mood swings |

Verbal Clues

Something a person says, overtly or covertly, that communicates suicidal ideation and intent:

- | | |
|--|---|
| • “I’m going to kill myself” | • “My family/team/significant other would be better off without me” |
| • “I wish I were dead” | • “The only way out is for me to die” |
| • “How do I donate my body to a medical school?” | • “I just can’t go on any longer” |
| • “I’m not the man/woman I used to be” | |

- “You won’t be seeing me around anymore”
- “You’re going to regret how you’ve treated me”
- “Ever since I’ve been injured, I’ve felt like I was in the way all of the time.”
- “It’s too much to put up with”
- “Life has lost its meaning for me”
-
- “Nobody needs me anymore”
- “If (such and such) happens, I’ll kill myself”
- “If (such and such) doesn’t happen, I’ll kill myself”
- “I’m getting out”
- “I’m tired of life”
- “Here take this (valued possession). I won’t be needing it anymore.”

Behavioral Clues Something the person does that communicates a self-destructive motive:

- A previous attempted suicide; particularly a recent or highly lethal attempt
- Giving away valued possessions
- Procuring means: buying a gun, asking for sedatives, etc.
- Composing a suicide note
- Putting personal affairs in order
- Poor adjustment to recent loss of loved one
- Sudden, unexplained recovery from a severe depression
- Resigning from teammates, quitting the team
- Crying spells without external triggers
- Becoming disorganized, loss of reality contact
- Any unexplained change in typical behavior (change in grades, increased aggression, drug use, mood changes, social withdrawal, acting out sexually)
- Visiting a physician for unexplained or vague symptoms (75% of successful suicides were preceded by just such a visit within one month of suicide)

Other Clues to Consider

Social Withdrawal

- Not attending classes or practice, sitting alone at meals or not going to meals, staying isolated in dorm room.

Preparatory Behavior

- Giving away possessions, making plans to “be away.”

Feelings Expressed

- Helplessness (exhaustion, failure); frustration (rage, anger); sadness (depression, confusion). “I’m tired of living.” • “Everyone would be better off without me.”
- “This is the worst thing that could happen to me.”

Depression

- Eating and sleeping much less or much more than usual; apathetic, unhappy.
- Psychotic States
- Grossly bizarre or inappropriate behaviors; out of touch with reality; uncontrollable violence.

Substance Abuse

- Alcohol and/or other drugs, food, i.e. overeating or loss of appetite.

What can you do?

- When dealing with an athlete who has expressed, indicated an intent or plan, or attempted suicide, do not attempt to determine the seriousness of the thought, gesture or attempt. Such thoughts, behavior or threats are serious and potentially dangerous. Do not assume the person is engaging in suicidal thoughts or actions merely for attention.
- In the case of an acute crisis, initiate the appropriate Mental Health Emergency Action Plan. In the case of **immediate risk** to the athlete’s safety, activate the Mental Health Emergency Action Plan- Immediate Safety Concern. If **no immediate risk is present**, activate the Mental Health Emergency Action Plan- No Immediate Safety Concern.
- Your quick response lets an athlete know that you take their health difficulties and life seriously; it is better to err on the side of responding immediately and in a supportive manner.
- Keep the “Resources” page from this booklet in an easily accessible place.
- Make sure a suicidal athlete is not left alone. The athlete should have someone with them until a mental health evaluation is completed.

(Information adapted from the NCAA Mind, Body and Sport 2013)

Acute psychosis

Acute psychosis is a symptom that can be caused by many medical and psychiatric conditions. The word psychosis is used to describe conditions that affect the mind, in which people have trouble distinguishing between what is real and what is not. This is known as a psychotic episode. A first episode of psychosis is often very frightening, confusing, and distressing, particularly because it is an unfamiliar experience. Psychotic patients might be unable to provide a history or participate in treatment if they are agitated, hostile, or violent. Psychosis affects men and women equally and occurs across all cultures and socioeconomic groups. Psychosis usually first appears earlier in males between the ages of 15 and 25 and in females between the ages of 25 and 35.

In most cases, it is difficult to know what causes a first episode of psychosis, but it is likely a combination of genetic factors and environmental factors. A stressful event may trigger symptoms of psychosis in a person who is at greater risk. Therefore, it is important for the individual to have a thorough medical and psychiatric assessment to determine the cause of the symptoms of psychosis. It is important that treatment begins quickly if indicated.

Psychosis is associated with several medical and mental illnesses including:

Medical problems - cerebral tumors, epilepsy, migraine headaches, infections, endocrine and liver or kidney diseases.

Medications

Substance Use -especially with intoxication or withdrawal from:

Cannabis

LSD

PCP

Stimulants- Adderall, cocaine, methamphetamine, supplements with stimulants

Anabolic Androgenic Steroids

Combination of drugs/polypharmacy

Mental illness:

Depression

Bipolar Disorder

Schizophrenia

Anxiety

Many episodes of acute psychosis that are not related to a more severe mental illness resolve in a short time (e.g. psychosis due to medications, drugs, medical problems). With a more severe mental illness such as a psychotic disorder the progression of an episode of psychosis may go through stages including:

A Prodromal Phase

An Acute Phase

A Recovery Phase

In the Prodromal phase which often lasts for months there are often noticeable changes in a person's emotions, behaviors, perceptions, and thoughts. During prodromal phase, an individual may show changes in the following areas from their usual patterns:

Concentration/attention

Withdrawn behavior/isolation

Motivation and energy

Paranoid thinking

Sleep

Mood including being anxious and depressed

This is an important time for a teammate or coach to reach out and explore this situation to help and potentially encourage the individual to seek medical care.

In the acute phase signs and symptoms of psychosis are more evident and often interfere with functioning. This may include agitation such as restlessness, pacing, fist clenching, posturing, irritability, poor attention and inappropriate or hostile behavior, loud speech and hypersexuality. Furthermore, in some cases of psychosis the presenting symptoms are known as positive and negative symptoms. The positive of symptoms of psychosis include disorganized speech (frequently switching from topic or mixing up words in a sentence or not completing a thought) and behavior (odd, unusual such as inappropriate laughter), hallucinations (see, hear, smell, taste, or feel something that is not present), and delusion which are fixed false beliefs (e.g. believing that: someone is out to get you or plotting against you, someone has special powers, you are being followed by someone or monitored by cameras). A person's behavior can largely be influenced by hallucinations and delusions and their experience can be quite scary. The negative symptoms of psychosis are more challenging to recognition but include amotivation, apathy, flat emotions, withdrawn behavior, not speaking very much, or slow to respond and loss of pleasure in activities. Support from family, coaches, teammates is important while in the process of seeking medical attention. To assist in the process while seeking medical attention the following can serve as guidelines when trying to help an individual experiencing acute psychosis.

Do:

- Use a calm tone of voice and speak in a clear simple way
- Communicate to understand
- Present with relaxed body language
- Use of distraction (engaging in a conversation about another topic they enjoy)
- Be supportive
- Allow them to respond to conversation
- Provide something eat
- Encourage them to get help and go with them to the emergency room
- Keep yourself safe
- Keep others safe
- Get help from colleagues
 - If the athlete seems volatile, agitated, or aggressive, alert a co-worker for assistance
- Call 911 and request a mental health response team or have the person taken
 - directly to the emergency department at the nearest hospital.

Do not:

- Laugh at them
- Try to talk them out of a delusion
- Try to make sense of a hallucination
- Discount their experience
- Make the individual feel embarrassed
- Focus on inappropriate speech or behavior
- Talk fast and use complex patterns of speech
- Leave the athlete alone
- Put yourself in harm's way if they try to leave

In the Recovery phase the initial process often starts by assisting the individual to go to the emergency room for a medical evaluation where they can be seen by emergency and psychiatric physicians who will conduct a diagnostic evaluation in an effort to find a cause, provide treatment ensure the safety of the individual and others. Psychosis is a medical condition that is treatable and may require hospitalization. Most people who experience a first episode of psychosis will recover. Medical treatment for psychosis is important and may require ongoing care to assist in the process to return to activity.

i. Acute intoxication or drug overdose

Intoxication is a condition that follows the administration of a psychoactive substance and results in disturbances in the level of consciousness, behavior, emotions, cognition, perception, judgment, and decision making, or other functions and responses. The disturbances are related to the acute effects of the drug and learned responses to the substance. They resolve with time depending on the duration of action of the drug. Intoxication is highly dependent on the type, the dose of the drug, route of administration, and is influenced by an individual's level of tolerance. The behavioral expression of a given level of intoxication is strongly influenced by cultural and personal expectations about the effects of the drug. Often there is a desired effect of intoxication regardless of the substance used. As tolerance builds the threshold for safety diminishes. Also, the intentional consumption of a drug/psychoactive substance may be to die by suicide.

Intoxication may be a part of a substance use disorder and/or a mental illness or occur independently. Individuals with a mental illness and/or substance use disorder are more prone to episodes of intoxication and overdose. Intoxication occurs along a spectrum from mild to moderate to severe. At the severe end of the spectrum is an unintentional overdose with the end being an intentional overdose which is commonly associated with a substance use disorder and/or mental illness. Drug overdose is a leading cause of accidental death in the United States. Use of multiple drugs in an overdose is common and often includes central nervous system depressants.

The most common mental illnesses related to an overdose include mood disorders (e.g. Major Depression, Bipolar Disorder, Psychotic disorders, and Substance Use Disorders (e.g. alcohol, opioids, anabolic-androgenic steroids). There are many lethal illicit and prescription drugs. The substances that are most lethal in overdose include alcohol and opioids (pain medication), especially when combined or used with benzodiazepines (Xanax, Valium, Klonopin); or stimulants and inhalants.

The intoxication effects vary depending on the drug/substance that is used. Intoxication is a result of a substance-induced state. The following substances can result in acute intoxication:

- Alcohol
- Cannabis
- Hallucinogens – (e.g. LSD)
- Inhalants
- Opioids – (e.g. hydrocodone, Oxycodone, Oxycontin, Morphine, Percocet, heroin)
- Sedative hypnotics (e.g. Xanax, Valium, Ativan)
- Stimulant (e.g. Adderall, cocaine, methamphetamine, supplements containing stimulants)
- Other (e.g. synthetic/designer drugs- MDMA/ecstasy, anabolic-androgenic steroids)
- Other prescription drugs (e.g.-Tylenol, antidepressants)

The acute psychological and behavioral symptoms of intoxication include:

- Abnormal behavior and appearance
- Disorientation to person, place, time, and situation
- Impaired memory
- Impaired speech
- Inappropriate emotions
- Mood changes- depressed, elated, agitated, euphoria
- Confusion, drowsiness, stupor
- Disorganized thinking
- Hallucinations
- Delusions
- Bizarre and disinhibited behavior
- Suicidal behavior
- Homicidal behavior

Poor decision making and judgement
Aggression
Domestic violence/sexual assault
Violence or property destruction

The acute medical effects of intoxication include:

Cardiovascular- heart attack, arrhythmia, cardiac arrest, hypertension
Kidney failure including rhabdomyolysis
Liver failure
Infectious- fever/hyperthermia and potential sepsis
Neurological- Seizures, stroke, unsteady gait, incoordination, stupor
Gastrointestinal- ischemia/bowel infarction, perforated bowel
Pulmonary- respiratory depression
Psychiatric- psychosis, anxiety, mania, delirium
Death- often respiratory or cardiovascular

Recognition of intoxicated states is very important and can be observed by others with the presenting symptoms as described above with the psychological and behavioral presentation. Intoxication states can range from euphoria or sedation to life-threatening emergencies when an overdose occurs. Typically, each substance has a set of signs and symptoms that are seen during intoxication. The initial challenge is to recognize the signs and symptoms and seek help immediately. Medical care administered early whether it is a first responder or in the emergency room can save an individual's life. The priority is to determine if there is an immediate safety concern to the individual or others. This can be determined by the presenting nature of the individual.

In the process act quickly and deliberately to:

- Get help especially if the individual is volatile or aggressive, unconscious or cannot walk, or demonstrates impaired speech level of consciousness.
- Do not leave the athlete alone.
- Call 911 and request a mental health response team or have the person taken directly to the emergency department at the nearest hospital.
- In the process keep yourself and others safe.

ii. Domestic Violence/Sexual Assault protocol/Abuse

Please refer to the Student-Athlete Sexual Violence Prevention Policy and Procedure in the Student-Athlete Handbook here:

[2022 2023 SA Handbook \(PDF\) - University of Wyoming Athletics \(gowyo.com\)](https://gowyo.com/2022-2023-SA-Handbook-PDF)

Mental Distress, Non-Emergencies/Student-Athlete Referral and/or Self-Report Process

Other mental health scenarios may arise in which a Student-Athlete has shown indicators of distress and/or self-reported mental distress that require immediate mental health assistance; however, do not indicate imminent danger to themselves or others. In these instances, it may not be appropriate to call emergency response personnel.

Examples of Mental Distress, Non-Emergency scenarios include, but are not limited to:

- Changes in eating and sleeping habits
- Panic, acute anxiety
- Drug or alcohol abuse
- Withdrawing socially
- Irritability, tearfulness or mood changes
- Changes in academic or sport performance
- Difficulties functioning (e.g., waking up, self-care, etc.)
- Low motivation, apathy or lethargy
- Poor behavioral control
- Unexplained wounds or deliberate self-harm
- Concentration difficulties
- Frequent complaints of fatigue, illness or injury
- Talking about death, dying or going away
- Decreased interest in activities
- Self-reports depression and/or stress

If staff becomes aware of a student-athlete displaying the above symptoms or if the student self-reports these symptoms, the involved staff should contact the Office of Sports Medicine staff to ensure the student-athlete receives assistance. **A direct notification shall be provided to the applicable sport's Athletic Trainer, the Director of Sports Medicine, the Director of Student-Athlete Well-Being and/or the Primary Care Physician/Medical Director to secure treatment.**

****HOWEVER, if there is any doubt about the safety of a situation, err on the side of caution and call 911 and/or UWPD. ****

After receiving notification of a student-athlete **mental distress, non-emergency** situation, the Director of Student-Athlete Well-Being, the Primary Care Physician/Medical Director, and the applicable Sports Medicine Contact/Athletic Trainer shall work in cooperation with local and campus mental health resources (where applicable) to devise a *well-being plan* for the student-athlete that best supports his or her physical and mental well-being. Limited information regarding the **mental distress, non-emergency** situation, the response of the involved staff and support groups, and the future *well-being plan* shall be reviewed by the Student-Athlete Well-Being Team at the next applicable meeting to monitor the student's progress and determine if other measures may be helpful to the student-athlete.

iii. Managing unexpected death

In the event we have an unexpected death of an athlete (e.g., suicide, overdose, sudden illness, or a fatality including a car accident or accident), the following guidelines should be followed. While these guidelines are suggested they are not required of all athlete deaths insofar as it is most important to be responsive to the specific needs of the family, team, and staff.

Step 1. Getting News

If a staff member is notified of an athlete death, the following University of Wyoming staff should be informed: Athletic Director, Sport Supervisor, Director of Student-Athlete Well-Being, Medical Director/Primary Care Physician, Dean of Students, UW Chief of Police, University Counseling Center, General Counsel, and Risk Management.

Step 2. Mental Health Crisis Response Team Meeting

- All media requests should be routed to Tim Harkins, Associate AD for Communications, who will also work with campus personnel.
- The Athletic Director, Deputy Athletic Director, and Sport Supervisor will communicate news to teammates.
- The Director of Student-Athlete Well-Being, Assistant Director, Student-Athlete Well-Being, and other Student-Athlete Well-Being providers will be in place to assist with additional support and resource allocation, as needed for both athletes and staff.
- ComPsych emergency mental health support program and other relevant resources to be provided to those impacted by the news including athletes and staff.

Step 3: Mental Health Support (Immediate)

- Immediate crises support to team including mental health resources on grief and loss.
- Create “Open Office Hours” for team during practice schedule.
- Provide brief (30-min) education session to team re: grief reaction (3-4 days post news).
- Mental health screening of entire team (assess Depression, Anxiety, Sleep, Suicide ideation)

Step 4: Psychology & Wellness Services (1 week)

- De-briefing with coaches (How are they doing, how to react, process emotions)
- Consultation with team coaches on whether they plan to memorialize student death.
- Outreach to non-team athletes who have also lost friends/family recently.

Step 5: Inform larger community (e.g., University of Wyoming Athletics Department personnel, other athletes, etc.) about crisis in athlete community.

- Encourage climate of noticing signs of distress, “Eyes and Ears open”.
- Recognize and Report
- Review resources available and pathway for access.
- Be aware of postvention resources and communications.

vi. Reluctant client

Although athletes are a generally healthy population, they are not immune to mental health issues. Often, due to a perception of resilience and health, some athletes are even more reluctant than non-athletes to seek help. Coaches, teammates, parents, athletic trainers, and support staff can be influential in encouraging the athlete to explore treatment options. Ultimately, if an athlete is not suicidal and/or a danger to others, the choice to pursue treatment is up to the athlete.

If you find an athlete is ambivalent about counseling, consider the following to assist him/her in seeking professional help:

- Normalize counseling for the athlete.
- Reassure the athlete that counseling is for anyone needing assistance with coping, interpersonal and/or emotional difficulties.

vii. Non-compliance

Athletes who do not follow through with treatment recommendations will be reviewed on a case by case basis. All decisions will be made in the best interest of the athletes on a case-by-case basis. Temporary or permanent removal from the team will be reserved for extreme cases (see section x. Medical Withdrawal Procedures/Removal/Return to Play below). However, UNLESS the athlete is suicidal and/or a danger to themselves and/or others, the ultimate decision to access resources belongs to the athlete. If the athlete is not a danger to self and/or others and refuses treatment, but is medically stable, he or she may be asked to sign a document releasing university and staff members from all liability associated with the athlete's refusal of recommended services.

viii. Disordered Eating

In the USA, it is estimated that 10 million women, and 1 million men will suffer from a clinically significant eating disorder (ED) in their lifetime (Linville, 2010). Given the secretive and hidden nature of EDs, this estimate likely under-represents the true prevalence of the disease. Studies among athletes show widely varying rates of EDs. In general, athletes are two to three times more likely than non-athletes to struggle with EDs (Joy, 2016). Rates of EDs are known to be higher among athletes participating in weight class sports, aesthetic sports and anti-gravity sports where lower body weight is considered advantageous (Kong, 2015). Greater vulnerability for EDs also occurs among diabetics, individuals with medical history requiring dietary intervention (Conviser, 2018) and among sexual minority youth. Boys and men who identify as gay have particular ED vulnerability (Galli, 2017).

Subclinical EDs or disordered eating behaviors (DEBs) are behaviors of insufficient severity and/or frequency to meet full diagnostic criteria for EDs. Examples of DEBs among athletes may include use of saunas or plastic sweat suits to lose weight, use of laxatives or diuretics to cut weight, or use of steroids to build muscle, etc. DEBs are common among athletes and pose danger.

EDs threaten mental and physical health and have the highest mortality rate of any mental health condition (American Psychiatric Association, 2013). Starvation, purging and malnutrition, characteristic of EDs, are associated with changes in bodily fluids, electrolytes, low phosphorus, dehydration, and hypoglycemia, risking sudden death by congestive heart failure. Over-exercise, common among competitive athletes, is most strongly associated with suicidal behavior among individuals with EDs (Smith, 2013). Low energy consumption typically found in EDs, compromises all organ function, and is associated with lower hormone production including lower testosterone in men and lower estrogen in women, posing risk of low bone mineral density (DeSouza, 2014).

Individuals struggling with EDs, may suffer from other mental health conditions, including depression, anxiety, obsessive-compulsive disorders, post-traumatic stress syndrome, and substance use disorders. Approximately 30% of individuals with EDs will have co-occurring substance abuse (Hudson, 2007). Patients with bulimia nervosa (BN) and comorbid psychiatric conditions (Javaras, 2008), are known to experience higher rates of suicidal ideation and/or history of suicide attempt (Crow, 2014) than individuals without BN. Binge eating disorder is more prevalent among athletes than other kinds of EDs and co-occurs with depression, bipolar disorder, anxiety, bulimia nervosa, kleptomania, body image dissatisfaction and body dysmorphia.

The Treatment Team

Athletes with EDs or DEBs should undergo thorough evaluation and treatment by an experienced multidisciplinary team comprised of the Medical Director/Primary Care Physician, Director of Student-Athlete Well-Being, Director of Performance Dietetics-Olympic Sports and/or Director of Performance Dietetics-Football. Treatment teams may also include a family therapist, group therapist, intensive inpatient or outpatient therapists, coach, medical specialist given specific co-occurring medical conditions, and relevant or necessary athletic administration. Signed release of information forms must be secured from all providers and consensus among all treatment team members is vital.

The primary care physician with specialty training in EDs plays a critical role in ED treatment and sport related decisions. Using tangible, prior agreed upon, evidence-based guidelines for decisions to return to training and/or competition, encourages trust and accountability between the treatment team and the athlete. Medical and mental status must take priority over sport related training, conditioning and competition.



Figure 1 — Multidisciplinary, collaborative & credentialed professional treatment providers, Conviser, Tierney, and Nickols, Journal of Clinical Sport Psychology, 2018.

Identifying Urgent Needs

There are a variety of ED related self-report assessment tools available. However, the most beneficial assessment occurs via questioning or interview. A brief question-based assessment tool was developed by the American College of Sports Medicine and is known as the Preparticipation Physical Examination (PPE) monograph. The PPE includes several questions aimed at identification of DEBs: Do you worry about your weight? Are you trying to, or has anyone recommended that you gain or lose weight? Are you on a special diet or do you avoid certain types of food? Have you ever had an eating disorder? And, have you ever taken any supplements to help you gain or lose weight or improve your performance?

Every athlete and each ED is unique. However, some commonly observed features include body shaming, fat shaming, being highly critical of one's own body or another person's body, frequently comparing one's body to others (Festinger, 1954) and negative body image. In addition, frequent weighing, frequent body checking or measurement, frequent thoughts about body, size shape, composition, food or eating or detailed measurement of daily caloric expenditure and participation in physical training beyond what is assigned by the coach and trainer are also individually and/or collectively indications of ED risk and require evaluation. When outward manifestations of EDs are seen, it is likely an indication of more serious and longer standing ED related difficulties.

ED related signs and symptoms are many (Figure 2.) but may not be readily observed by the athlete or sport personnel. While it is well known that EDs and subclinical EDs impede performance, elite athletes typically fight to compensate for any low energy and poor focus (Crouse, 2018) and therefore decrements in performance may not

always be readily observed and EDs may for long go undetected/diagnosed raising risk to health and well-being. In fact, athletes typically do not recognize that ED related symptoms and behaviors have serious risk for health and sport performance.

GENERAL: <ul style="list-style-type: none"> -Marked weight loss, gain, or fluctuation -Unexplained change in the growth curve in a child or adolescent -Cold intolerance -Weakness &/or Fatigue -Presyncope &/or Syncope -Hot flashes, sweating episodes 	CARDIORESPIRATORY: <ul style="list-style-type: none"> -Chest pain -Heart palpitations -Orthostatic tachycardia/hypotension -Dyspnea -Edema
ORAL AND DENTAL: <ul style="list-style-type: none"> -Oral trauma/lacerations -Perimyolysis -Parotid gland enlargement 	GASTROINTESTINAL: <ul style="list-style-type: none"> -Epigastric discomfort -Abdominal bloating -Early satiety -Gastroesophageal reflux -Hematemesis -Hemorrhoids & rectal prolapse -Constipation
NEUROPSYCHIATRIC: <ul style="list-style-type: none"> -Depressive/Anxious -Obsessive/Compulsive behaviors -Poor concentration &/or Memory loss -Insomnia -Self-harm -Suicidal thoughts, plans or attempts -Seizures 	DERMATOLOGIC: <ul style="list-style-type: none"> -Lanugo hair -Hair loss -Carotenoderma -Russell's sign (calluses or scars on the back of the hand) -Poor wound healing -Dry brittle hair and nails
ENDOCRINE: <ul style="list-style-type: none"> -Amenorrhea or oligomenorrhea -Low sex drive -Stress fractures -Low bone mineral density -Infertility 	

Figure 2 – Signs and symptoms of eating disorders: Academy of Eating Disorders: Guide to Medical Care, 2017.

Athletes may be reluctant to report any symptoms or concerns related to EDs if they worry about the impact on their team status, playing time, teams winning potential, or professional contract, etc. In addition, athletes may normalize or minimize any outward signs of EDs believing, they should manage any difficulties themselves, their problems are minor, they do not need additional support, or they believe that seeking mental health care will be a source of shame, or loss of privacy with regard to health conditions.

If symptoms of concern are noticed, the athlete should be asked to undergo additional evaluation with a professional licensed and certified in ED assessment and to complete any other advised evaluations. ED assessment should be comprehensive and include medical status, psychosocial well-being, history of trauma, assault, current stressors, co-occurring medical and psychiatric history and conditions and current risk of hurt, harm and/or suicide.

It is helpful to present any observations of concern to the athlete in an objective and non-judgmental manner, i.e., “we are seeing *blank*”, “we are concerned about *blank*”, and “while we understand that you may not see these matters as problematic, we are asking that you undergo further evaluation” before returning to practice/competition. It is not beneficial to debate diagnostic decisions with the athlete. The athlete need not agree with the presenting observations or concerns but should be permitted ample time to fully express their objections and/or disagreements.

If there is any concern regarding the athlete’s safety or ability to follow through with the recommended next steps, a plan for safety and 24-hour supervision should be immediately implemented. If evaluation in a nearby emergency room is necessary, attending medical staff should be informed of the specific concerns regarding your referral including safety, self-injury or suicide risk, hypo-tension, dehydration, cardiac abnormalities, etc. and attending staff with eating disorder expertise should be specifically requested. Given that athletes with EDs tend to

minimize the seriousness of their symptoms and appear healthier than they may be, all attending medical personnel in an emergency room evaluation, should be aware of ED concerns and risk of “refeeding syndrome” prior to admission (Gaudiani, 2019). Since body size and shape do not accurately indicate the presence or absence of an ED or the degree of immediate medical or mental risk and body weight, BMI and IBW are not reliable indicators of eminent medical risk, stability or improved health. Blood counts, urine analysis and EKG are necessary to evaluate immediate risk and to formulate subsequent intervention (Figure 3.).

Complete Blood Count:

- Leukopenia, anemia, or thrombocytopenia
- Comprehensive metabolic panel to include electrolytes, renal function tests and liver enzymes, glucose, sodium, potassium, chloride, blood bicarbonate, blood urea nitrogen, creatinine, calcium, phosphate, magnesium, total protein, albumin, and prealbumin, aspartate aminotransaminase (AST), alanine aminotransaminase (ALT)
- Electro-cardiogram (ECG), bradycardia, prolonged QTc (>450msec), (ECG), & other arrhythmias

Additional Diagnostic Tests to Consider:

- Leptin
- Thyroid stimulating hormone (TSH), free T3, free T4
- Amylase and lipase
- Gonadotropins (LH and FSH) and sex steroids (estradiol and testosterone for females and males, respectively)
- Erythrocyte Sedimentation rate (ESR)
- Dual Energy X-ray Absorptiometry (DEXA)

Figure 3 — Basic tests for medical evaluation: Academy of Eating Disorders: Guide to Medical Care, 2017.

Recommended Level of Care for Treating Eating Disorders

EDs do not remit without professional intervention. Successful recovery will be facilitated by adequate structure, support and medical monitoring to ensure safety and progress. Decisions regarding the appropriate level of care (Figure 4) should be determined by the medical provider and based on the severity of symptoms, presence of any co-occurring conditions, and current degree of risk. Inability to progress, indicates the need for transfer to a higher level of care and more intense support services. The degree of sport participation while receiving treatment, should be agreed upon by members of the treatment team and have final approval from the medical physician in charge on a case by case basis. Treatment, training and sports related decisions should undergo ongoing re-evaluation throughout recovery.

Levels of Care	Medical Stability	Suicide Risk	Percent of IBW	ED Behaviors	Motivation	Support System
Inpatient	24 Hour Medical Supervision	High Risk Danger to Self	<85% IBW	Requires 24 Hour Supervision	Very Poor to Poor	Lack of Support
Residential	Daytime Monitoring	High Risk Danger to Self	<85% IBW	Requires Supervision	Poor to Fair	Lack of Support
Partial hospital	Medically Stable	Monitor as Needed	>80% IBW	Requires Structure	Partially Motivated	Limited to Partial Support
Intensive outpatient	Medically Stable	Monitor as Needed	>80% IBW	Uses Structure	Fair Cooperative	Adequate Support
Levels of Care	Medical Stability	Suicide Risk	Percent of IBW	ED Behaviors	Motivation	Support System

Figure 4 - Guidelines for Levels of Care for the Treatment of Eating Disorders. Adapted and modified from “Treatment of Patients with Eating Disorders,” 3rd ed., by Yager et al., 2012. American Psychiatric Association.

Athletes are more likely to approach the medical care team for evaluation of an ED related symptom such as gastrointestinal discomfort (Winstead, 2006), stress fractures or dental carries (Conviser, 2014) rather than seeking care directly for an ED. Therefore, sports medicine providers should be aware of the signs and symptoms of DEBs and EDs and readily access professionals with ED expertise as needed for consultation or evaluation. Early intervention and comprehensive specialty health care for EDs will preserve health, decrease serious health risk and diminish disruption to sport performance.

ix. Nonsuicidal Self-Injury (NSSIs)

NSSI refers to the intentional destruction of one’s own body tissue without suicidal intent and for purposes not socially sanctioned. Common examples include cutting, burning, scratching, and banging or hitting, and most people who self-injure have used multiple methods. NSSI is typically associated with emotional and psychiatric distress. NSSIs also increases risk for suicide. (Klonsky, Victor, and Saffer, 2014)

NSSI and suicidal behaviors are both forms of Self-injurious behaviors (SIBs), and therefore they are sometimes conceptualized as falling along a single self-harm continuum. However, NSSI and suicidal behaviors differ in several important ways. NSSI is more prevalent, involves different methods (for example, cutting and burning, rather than behaviors involving firearms, hanging, or self-poisoning), and results in bodily harm that is less medically severe and that causes less lethal damage, compared with suicide attempts. importantly, people who engage in NSSI do not intend to end their own life. In fact, NSSI is most often performed in the absence of suicidal ideation (Klonsky, Victor, and Saffer, 2014)

Possible signs and symptoms include:

- Scars, often in patterns

- Fresh cuts, scratches, bruises, bite marks or other wounds
- Excessive rubbing of an area to create a burn
- Keeping sharp objects on hand
- Wearing long sleeves or long pants, even in hot weather
- Frequent reports of accidental injury
- Difficulties in interpersonal relationships
- Behavioral and emotional instability, impulsivity and unpredictability
- Statements of helplessness, hopelessness or worthlessness

(Mayo Clinic).

Helping key responders understand why

One of the most common questions that individuals unfamiliar with NSSI will have is “why?” In light of its prevalence, many students will have encountered it in their peer group, but there are a significant number of adults who have not encountered self-injury in any meaningful way. Because it can be so confusing, it is helpful for staff and peers to understand that for a variety of psychological and physiological reasons, self-injury can help those who use it feel a sense of relief. They especially need to know that despite what it looks like, students use it in an attempt to feel better and not to end their lives.

Responding effectively

Both institutions and individuals need to know how to respond effectively. At the institutional level, this means communicating a clear protocol for triaging NSSI behavior. Both the CAPs-linked response teams and the larger community of faculty and staff need to know how to recognize it and how to respond, ideally in ways that encourage students to use campus support services. To do this, they need to react with compassion.

Calm, dispassionate demeanor	"It sounds like things have been difficult lately. If you are willing to share, I think I can help you find help."
Respectful curiosity	"Can you help me understand how self-injury helps you feel better?"
Validation	"It must be really difficult to have so much going on inside right now. I can understand why you want to feel better. I would like to help you do that."
Connect/Refer	"I want to assist you in finding someone you can talk to. If you do not already have someone to talk to, I can make some recommendations and/or connections for you."

Identifying referral pathways and resources

Lastly, stopping self-injury behavior and dealing with the underlying psychological processes that engender it nearly always requires some degree of therapeutic support, especially if self-injury is the preferred method of coping. Ensuring that at least some of the CAPS providers are well-trained in NSSI and identifying community-based providers with NSSI expertise are critical parts of the referral pathway.

x. Medical Withdrawal Procedures/Removal/Return to Play

On occasion, an athlete will need to be medically withdrawn from a training camp or competition due to mental health crisis or emergencies. A member of the Sports Medicine and Student-Athlete Well-Being staff will review all requests for medical withdrawal for emotional reasons. The University of Wyoming team physicians (in consultation with other medical professionals) hold the final decision regarding whether a student-athlete may participate (from a clinical, medical and psychological (e.g., mental health) safety standpoint) in intercollegiate athletics. Generally, an athlete in the following categories is eligible for consideration for medical withdrawals for emotional reasons:

1. Currently being treated by a Student-Athlete Well-Being Department professional who recommends withdrawal, or
2. Currently in treatment with a professional mental health care provider in the private sector who recommends withdrawal, or
3. Leaving athletics in order to seek further mental health treatment.

If the Director of Student-Athlete Well-Being or Sports Medicine professional determines that the request is appropriate due to the risk to the athlete's health and safety, the professional will make written recommendation for the athlete, document recommendations in the athlete's medical chart, and provide a hard copy of the letter to the University of Wyoming Athletic Director. Athletics Compliance and/or General Counsel may be involved in the process.

Athletes may be removed from participating in sport if they exhibit

1. Unsafe behaviors of self-harm or harm to others, and/or
2. Participating in sport significantly negatively affects mental health functioning and/or safety.

After a mental health evaluation, the athlete will receive treatment recommendations that are commensurate with their needed level of care. The sports medicine team and leadership review panel will determine, based on recommendations from the mental health treatment team, what consequences are imposed if the athlete refuses treatment.

To return to play, athletes must demonstrate they no longer meet criteria to be removed. A treatment plan will be provided to the athlete and treatment team. This will typically be demonstrated through recommended treatment and collateral information with a graduated return to play plan.

xii. Managing Diversity Concerns

i. High Profile clients

Although treatment recommendations may not be different for High Profile athletes, it may be important to be mindful of possible implications with traditional mental health safety interventions. For example, when individuals are typically hospitalized for safety concerns, it can be common for the individual to wait in waiting room of the emergency room until they can be seen. For High Profile athletes, sitting in a waiting room with others may impede confidentiality more than traditional clients. It is recommended to establish a relationship with the hospital you will be referring athletes to and derive a plan when High Profile athletes can be admitted more discreetly.

ii. International clients

Mental health emergency action plans should also be mindful of unique challenges that could be present when intervening with international athletes. It is important to have a plan in place regarding how to find interpreters to help share information with the athlete, their family, or others who with whom may not be fluent in English. It is also important to recognize how the athlete's cultural perceptions of healthcare, and mental healthcare, may affect treatment compliance.

iii. Racially/Ethnically Diverse clients

In the event of a mental health emergency or crisis, stabilizing the situation and ensuring the safety of those involved are the main priorities. Providing culturally competent care is also important in the provision of clinical services including crisis intervention. Although mental illness does not discriminate, culture and cultural identity can impact the presentation of mental health symptoms, experiences of distress, and what is perceived as help to the person(s) in crisis. Therefore, considering relevant cultural factors during the clinical assessment can be helpful in determining the best intervention, resolving the situation, and connecting individuals to appropriate resources.

When managing a crisis or emergent situation, the authority figures involved often include health care professionals and/or law enforcement personnel. For many, these professions are associated with protection, care and safety. However, given some of the historical and present-day realities of racial bias and disparities in healthcare (e.g., Tuskegee Study; Hoffman, Trawalter, Axt, & Oliver, 2016) and in the law enforcement systems, Black, Indigenous, People of Color (BIPOC) and other culturally underrepresented groups, may have a very different association characterized by feelings of mistrust, anxiety or fear. Being aware of this dynamic may not alter the specific steps taken to address the situation, but rather, this knowledge may contribute to increased empathy, sensitivity, and cultural responsiveness when engaging with those involved. Additionally, if law enforcement is needed and it is possible to request a crisis intervention trained officer, this is an additional step that could be beneficial to the de-escalation and stabilization process.

Resources

https://drive.google.com/file/d/11xi7orMpLF6sJAyGSXAdx_684EbYiM8r/view

<https://www.nature.com/articles/s41562-020-0858-1>

<https://www.washingtonpost.com/graphics/2020/opinions/systemic-racism-police-evidence-criminal-justice-system/#Policing>

iv. Clients with disabilities

When developing a crisis response plan for Athletes, it is important to consider the unique needs of people with disabilities in detail. Disability is not limited to personal mobility limitations, but extends to include physical, sensorial, mental and emotional conditions. There are several considerations to keep in mind when assisting a person with an acquired or congenial disability. The emotional and mental disequilibrium that can lead to a crisis is often triggered by more than one factor, including a host of environmental, social, and psychological stressors. Because some disabled athletes may be less able to perceive hazards, risks, or able respond to a crisis and seek help, understanding the unique challenges and strengths of this population will help you successfully assist to reduce the frequency, intensity, and duration of the crisis.

The personal history of the individual in crisis will shape the lens through they perceive the helper in a crisis situation. The particular experiences with help seeking, medical and mental health care is important be aware of when

offering help. For some athletes with disabilities, degenerative and progressive medical conditions and chronic environmental stressors may adversely affect well-being in clinically significant ways. However, it is important to not assume presence based on a disability, and to also recognize strengths, resources, and alternatives the athlete has developed.

For instance, individuals who have multiple historically marginalized identities and frequent experiences of discrimination (e.g., made to feel inferior, sub-par service, bullying) are at increased risk of physical and mental health issues, including Post-Traumatic Stress Disorder (Seng, Lopez, Sperlich, Hamama, & Meldrum, 2012; Wigham & Emerson, 2015). Disabled individuals are more likely to experience social inequities, discrimination and structural inequalities than their able-bodied counter parts. Thus, feelings of anxiety about help seeking could arise. As such, it is always important to ensure that the athlete in crisis understands their rights and responsibilities. Inclusion of the athletes' support structure and a keen awareness of the multi-factorial endogenous and exogenous stressors can help alleviate some of this anxiety and facilitate a successful crisis response. Often times, including individuals from within their support network can help overcome communication barriers, increase trust, and facilitate creative problem solving.

v. Clients who are minors

Special considerations may need to be practiced when providing crisis/emergent mental health services. It is recommended that providers be aware of state and federal laws regarding confidentiality with minors, reporting laws for abuse/neglect, and ensure that proper documentation is being established. It is recommended to have a plan on who to contact in crisis/emergencies, and how that process will be navigated if the client does not give assent/consent to contact parents/guardians.

Student-Athlete Mental Health and Wellness Resources

Emergency Phone Numbers

- Safety, emergency or life-threatening situation: **911**
- University Counseling Center, After Hours Number: (307)-**766-8989**
 - During Business Hours Number: (307)-**766-2187**
 - Tell the front desk associate that this is a crisis situation and ask to speak with a senior clinician
- Ivinson Memorial Hospital, Behavioral Health: (307)-**742-0285**
- SAFE Project, After Hours Number: (307)-**745-3556**
- Mental Health Emergency Hotline: **988**

Non-Emergency Phone Numbers

- UW Police, Non-Emergency: (307)-**766-5179**
- University Counseling Center: (307)-**766-2187**
- Student Health Services: (307)-**766-2130**
- Dean of Students: (307)-**766-3296**

Informational Resource Pages

- NCAA: <http://www.ncaa.org/sport-science-institute/mental-health-educational-resources>
- UW Dean of Students Office: <https://www.uwyo.edu/dos/index.html>
- UW Counseling Center: <https://www.uwyo.edu/ucc/>

Confidentiality Statement

The Athletic Department is committed to maintaining the highest standard of confidentiality and complying with all applicable privacy laws, including FERPA and HIPAA, for student-athlete mental health records. Annually, student-athletes sign a release that includes the potential release or disclosure of mental health records as needed in order for limited personnel within the Office of Sports Medicine from Athletics Department to work with campus/community

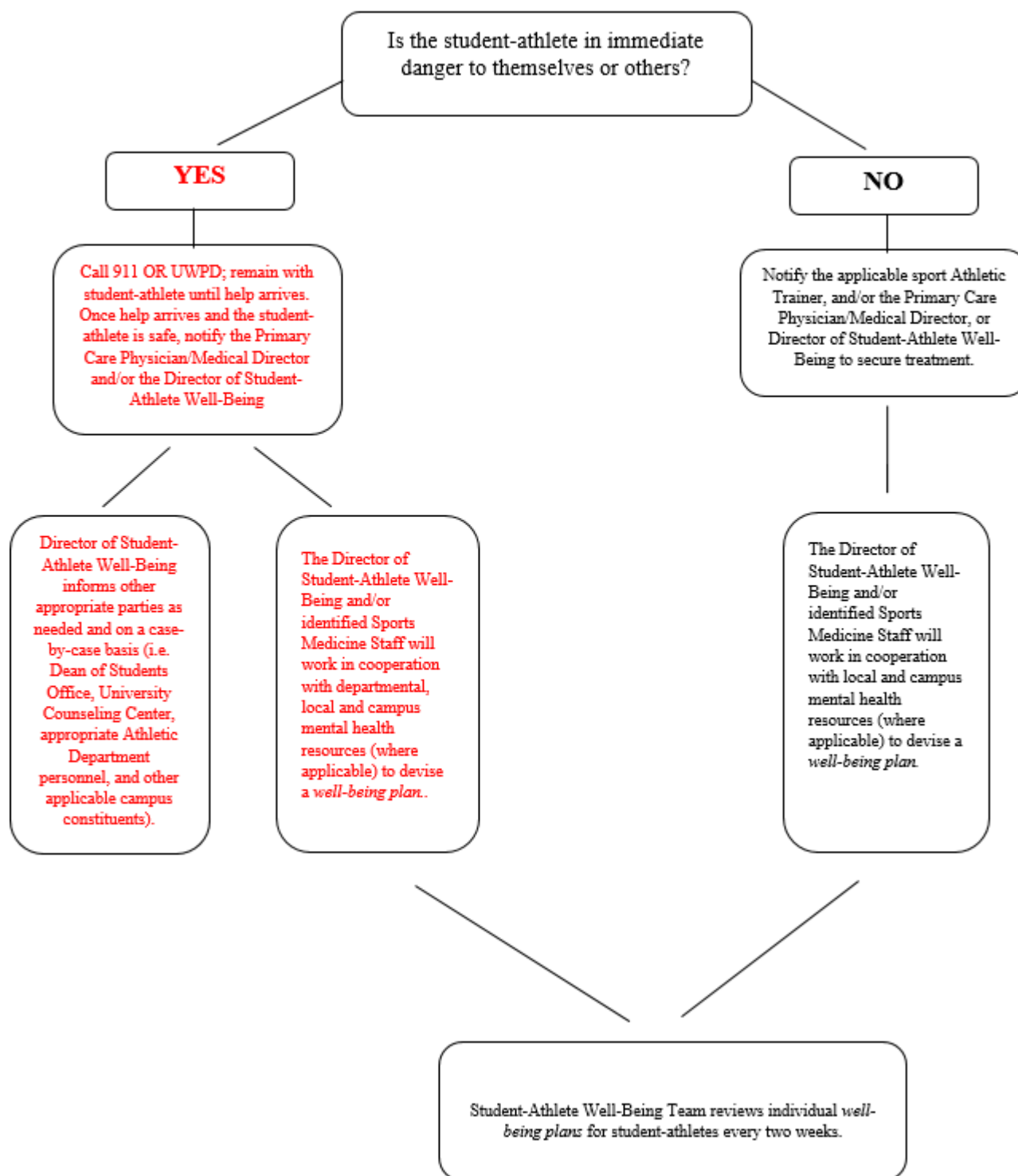
mental health professionals to ensure continuous mental health care for the student-athlete. The most frequent information disclosed between the Athletics Department and campus/community mental health professional regarding a student is limited to: dates/times/locations of scheduled sessions, session attendance, prescribed medication(s) (to ensure compliance with NCAA drug testing regulations), recommended steps for treatment, and treatment progress. The practice of the Athletic Department regarding more specific mental health information, such as progress notes, diagnostic impressions, specific treatment plans, clinical assessments, psychological evaluations, and/or psychiatric evaluations, is to (1) confirm that the release from the 3rd party provider permits this disclosure, (2) that the treatment exception under HIPAA applies, and/or (3) to require an additional consent from the student.

The disclosure of mental health information regarding a student-athlete within the Athletic Department is on a case-by-case basis, limited to a need to know basis; and the disclosures will be limited to the minimum necessary to ensure the student athlete's physical and mental well-being. In addition to the Office of Sports Medicine, disclosure or receipt of limited mental health information regarding a student-athlete may be shared as indicated within this policy to other individuals within Athletic Department, such as the coaches, and the Student-Athlete Well Being Team or within the University, such as the University's Interdisciplinary Team.

Cases where privileged health information may be disclosed include imminent risk of harm to themselves, someone else, cases of neglect or abuse, or situations where the athlete's participation in sport for a specified period may place significant risk of harm to their physical health, the health of teammates, participants, or others involved in sport.

May 29, 2020

Responding to a Student-Athlete in Distress - Flow Chart



*If a coach or staff member still has concerns for the student-athlete, they may fill out a UWYO Cares report at https://cm.maxient.com/reportingform.php?UnivofWyoming&layout_id=5

Appendix R-b

#	ENT-AT	SPRT	OFFENSE	DATE	ADDITIONAL INFORMATION	STATUS
			Drunk/Disorderly	10/1/2022	1st Level II Violation (25 Hours, 2% reduction, 10% suspension, 2 counseling appointments)	Completed
			Minor in a Bar	12/12/2022	1st Level I Violation (15 hours of community service & AWARE)	Completed
			Minor in a Bar	12/12/2022	1st Level I Violation (15 hours of community service & AWARE)	Completed
			UACA	7/11/2023	1st Level I Violation (15 hours of community service & AWARE)	Completed
			UACA	8/1/2023	1st Level I Violation (15 hours of community service & AWARE)	Completed
			POCS	8/1/2023	1st Level II Violation (25 Hours, 2% reduction, 10% suspension, 2 counseling appointments)	Completed
			POCS	9/1/023	2nd Level II Violation (50 Hours, 4% reduction, 15% suspention, 4 counseling appointments)	Completed
			UACA	9/11/2023	2nd Level I Violation (AWARE, 10% susp, 25 hrs service, 2 counseling appts)	Completed
			UACA	9/11/2023	1st Level I Violation (15 hours of community service & AWARE)	Completed
			UACA	9/11/2023	1st Level I Violation (15 hours of community service & AWARE)	Completed
			UACA	9/11/2023	1st Level I Violation (15 hours of community service & AWARE)	Completed
			UACA	10/13/2023	1st Level I Violation (15 hours of community service & AWARE)	Completed
			False ID	4/8/2024	1st Level I Violation (15 hours of community service & AWARE)	Completed

Code of Conduction violations for 2022-23 academic year.

Code of Conduction violations for 2023-24 academic year.



Appendix S

Andrew Tarrell
Albany County Prevention Specialist
(307)721-2573
609 S 2nd Street
Laramie, WY
82070

November 15, 2024

Albany County Prevention Coalition

Albany County Prevention, also known as the Coalition to Prevent Suicide and Substance Abuse (CoPSSA) has been implementing programs that impact college students in the Laramie community for many years. Initiatives include underage drinking, overconsumption of alcohol, and tobacco/nicotine cessation.

CoPSSA works closely with the University of Wyoming to understand substance use trends and what programs will have the most impact on students in the community. Currently, programs having a positive impact are enhanced enforcement of fake ID use at local taverns, alcohol service training for employees, raising awareness of alcohol overconsumption through advertising, and promotion of nicotine cessation classes at both the local level and state level. CoPSSA educates the community about prevention through Social Media sites like Facebook and Instagram. Posts are designed to encourage parents to talk to their children, young adults to find healthy coping mechanisms, and adults to understand the risks of substance use. Social Media advertising is a vital part of community wellness and education.

Albany County Prevention also supports Crisis Intervention Team Academy. CIT is a 40-hour training for law enforcement. CIT's purpose is to increase the knowledge of mental health crisis, substance use diagnoses, learning disabilities, and local resources. The goal of CIT is to reduce arrests and incarceration of people with mental health diagnoses.

CoPSSA feels these programs have a positive impact on local students' health and well-being. Albany County Prevention will continue working along side the University of Wyoming to make prevention programs effective and sustainable for all future students and community members.

Sincerely,


A handwritten signature in black ink that reads "Andrew Tarrell".

Andrew Tarrell
Community Prevention Specialist

Aleah Biertzer

Appendix T

From: UW Human Resources Announcements
Sent: Monday, October 2, 2023 1:48 PM
To: All Employees
Subject: Annual Notice Regarding the Drug-Free Schools and Workplace

	
<p>Annual Notice Regarding the Drug-Free Schools and Communities Act of 1989, and the Drug-Free Workplace Act of 1988</p> <p>The University of Wyoming complies with requirements set forth in the Drug-Free Schools and Communities Act of 1989, the Drug-Free Workplace Act of 1988, and amendments thereto, plus applicable federal, state, and municipal laws. The unlawful uses, possession, production, manufacture, and distribution of alcohol and illegal drugs and controlled substances is strictly prohibited. Students, faculty, staff, and visitors to the University are required to obey 1) federal, state, and municipal laws regarding alcohol, drugs, and controlled substances, and 2) UW policies regarding alcohol and illegal drugs, and to act reasonably to reduce the risks associated with use and misuse of these substances.</p> <p>The University of Wyoming and Alcohol and Other Drugs Policy is to be made available annually in writing or electronically to each employee and each student enrolled at the University of Wyoming. In compliance with this requirement, please note that the University Policies may be found in the Employee Handbook pages 10-11.</p> <p>In addition, the Drug Free Schools and Campuses Regulations [Edgar Part 86] Biennial Review: Academic Years 2022-2021 & 2021-2022 can be found here.</p>	
<p>Resources</p> <ul style="list-style-type: none"> • HR Website • Employee Handbook • Direct Deposit QRG • Updating Personal Information QRG • Campus Wellness Resources 	<p>Contact Information</p> <p>Human Resources Department 3422 1000 East University Avenue Laramie, WY 82071-3226</p> <p>Hill Hall, 3rd Floor Phone: (307) 766-2377 Fax: (307) 766-5607</p>
<p>© University of Wyoming</p>	