



University of Colorado
Anschutz Medical Campus

BIENNIAL REVIEW

DRUG-FREE SCHOOLS & COMMUNITIES ACT

2021-2023

INTRODUCTION

Drug-Free Schools and Communities Act

The Drug-Free Schools and Communities Act (DFSCA) requires institutions of higher education who receive federal funding to conduct a biennial review of the alcohol and other drug (AOD) prevention and education efforts. If audited, failure to comply with the DFSCA may result in fines for the university or loss of federal funding.

In order to be compliant, institutions of higher education must provide programming around prevention, unlawful possession, use, or distribution of alcohol and other drugs to all students and employees on-campus and related events and activities connected to the university. The University of Colorado Anschutz Medical Campus is committed to upholding these requirements by completing the following:

1. Have written policies on alcohol and other drugs.
2. Distribute the policies to all students and employees of the institution each year.
3. Conduct a biennial review on the effectiveness of alcohol and other drug prevention and education efforts and programs.
4. Maintain the biennial report on file to submit to the U.S. Department of Education when requested.

COMPLIANCE WITH THE DRUG-FREE SCHOOLS AND COMMUNITIES ACT

The 2023 Biennial Review of the University of Colorado Anschutz Medical Campus' policies, programs, and assessments relating to AOD between July 1, 2021-June 30, 2023. The objectives of the review as identified by the U.S. Department of Education include:

1. Determining the effectiveness of and implementing any needed changes to AOD programs, and
2. Ensuring that the disciplinary sanctions for violating standards of conduct are enforced consistently.

The written Biennial Review is available to anyone who asks for a copy and is posted online <https://www.cuanschutz.edu/student/resources/right-to-know#ac-drug-and-alcohol-abuse-prevention-2> . Although federal law requires the Biennial Review and institutions must retain it in their files, it is not reported to any federal or state agency, unless requested through an audit conducted by the Higher Education Center.

ALCOHOL AND OTHER DRUGS POLICY / PROGRAM GOALS

The goals of University of Colorado Anschutz Medical Campus' AOD policies and programs are to:

1. Establish an environment free from substance use/abuse.
2. Educate the campus community for the purpose of preventing alcohol and other drug use/abuse.
3. Ensure a level of care for substance abusers through counseling, treatment and/or referral.

University Alcohol and Other Drug Policies

The University of Colorado Anschutz Medical Campus schools and college provide AOD policies, information, and resources through links on their websites; students are informed in-person of the AOD policies during their orientations; and they are provided links to student handbooks with the policies included. New staff and faculty are informed about the policies at their respective orientations. All students, faculty and staff receive notice through the annual campus Security and Fire Safety Report and Students Right to Know inclusive of AOD policies and resources.

[Administrative Policy Statement Alcoholic Beverages Purchased for University Events Policy:](#)

University of Colorado System policy outlining restrictions on the purchase of alcoholic beverages for personal consumption at University Events. As a public university it is important to use public funds appropriately. This policy and related procedures have been developed to simplify and clarify the provisions for the purchase of alcoholic beverages at the university.

[University of Colorado Anschutz Medical Campus Policies: Alcohol and Drug Policies](#)

This document provides a listing of university policies for the University of Colorado Denver | Anschutz Medical Campus. The university policies for Alcohol and Drugs offers details on prohibited activities, sanctioning and discipline processes, and information for assistance in support and treatment. Additionally, listings of the academic program professionalism/ethics or disciplinary codes, Colorado Marijuana Laws, and Counseling and Treatment information.

[Alcohol Service at Official Functions Policy:](#) (page 2)

The University of Colorado Denver | Anschutz recognizes that serving alcohol at events may be allowed with proper approvals. Well-planned and managed events can decrease the risk of alcohol-related incidents. Departments hosting events with alcohol have overall responsibility and accountability for properly managing their events in accordance with Colorado State liquor laws and university campus policies and procedures. The following website was developed to organize the process and provide educational resources for planning:

[Events with Alcohol Authorization Website](#)- provides instruction, education, and processes for requesting authorization to host events with alcohol. Within the website the following information and resources are provided:

1. [Events with Alcohol Guidelines and Risk Assessment](#):

This document was developed by University Risk Management to inform and assist in planning events with authorization to include alcohol to ensure compliance with campus policies, procedures, and requirements.

2. [Campus Administrative Policy #3050 – Alcohol Service](#):

Campus policy to set forth the policy and process regarding serving or selling alcohol on University Property or at University Events.

3. [Alcohol Authorization Form](#):

This form must be completed when University funds are being used to pay for ANY portion of a Large Official Function (>10 people attending) that includes alcohol services.

The routing process for approval for an event with alcohol on-campus or off-campus:



[Smoke-Free and Tobacco-Free Environment Policy](#)

In order to promote health and wellness within the University community, it is the policy of CU Denver | CU Anschutz (“the university”) that smoking or tobacco use of any kind is prohibited on any property or in any facilities at CU Anschutz and in any owned, leased, or occupied buildings on CU Denver. This policy is consistent with policies already in place for neighboring affiliates at both campuses, including University of Colorado Hospital, Children’s Hospital Colorado and the Auraria Higher Education Center.

All persons on CU Anschutz are prohibited from smoking products including, but not limited to, cigars, cigarettes, pipes or any device (e.g. e-cigarettes) or material which is lighted or inhaled. Smokeless tobacco products such as chewing tobacco or snuff are also prohibited. Smoking for the purpose of this policy shall include the use of e-cigarettes, electronic vaping devices, personal vaporizers, electronic nicotine delivery systems or such devices which vaporize substances to simulate smoking.

[Financial Aid Eligibility: Impact on drug conviction on eligibility to receive federal aid](#)

Provided within frequently asked questions, information for students applying for federal aid who may have a drug related conviction on the impact, process to regain eligibility, and consequences if convicted after receiving financial aid.

[2023 CU Anschutz Annual Security and Fire Safety Report](#)

This report is designed to inform students, faculty, staff, and other interested campus community members about policies (Clery Act page 3), procedures and programs that CU Anschutz uses to keep the campus safe and our facilities secure. This report includes the full Alcohol and Drug Policy, student and employee sanctioning information, Colorado Marijuana Laws, Local and Federal Drug Laws, Denial of Federal Aid, Counseling and Treatment, and Prevention and Education information.

[Annual Notification of the Drug-Free Schools and Community Act](#)

Each fall following the completion of enrollment census data at CU Anschutz, the campus provides the annual notification through campus email titled Students Right to Know, inclusive of information and links to the Biennial Review, support resources, and AOD related policies. This annual email notification is sent via the Office of Student Affairs, and information is also available on the Students Right to Know website.

[Student Right to Know](#)

As required by the Higher Education Opportunity Act, University of Colorado Denver, comprised of CU Anschutz and CU Denver, provides a variety of information to the campus community and prospective students. We encourage students to contact the offices included on the webpages for additional details or to request a paper copy of any of the information provided. This page provides academic, general university information, health and safety, student diversity and outcomes, student financial assistance, and student support services information.

Faculty & Staff Human Resource Policies:

[Policies Page](#)

Resource page with access to University System Policies, Campus Policies, and Americans with Disabilities Act Policies

[Employee Resources Page](#)

Resource page developed for current faculty and staff regarding employment processes and employee relations and performance resources.

[Crisis/Emergency Information and Resources Page](#)

Organizes a quick reference to reporting concerning behaviors, crisis resources, and a summary and resource list of various crisis and support services available to faculty and staff.

Policies within Schools/Colleges/Programs:

In addition to these campus wide policies, students in the following schools/college on the CU Anschutz Medical Campus must adhere to their individual school or college's professionalism/ethics or disciplinary codes/policies. Each academic program outlines professional conduct, reporting, and processes of sanctioning and appeals. As an institution of clinical and health science training, drug testing policies also outline the policy, procedures, results of positive test results, and represent standards set by accrediting organizations.

College of Nursing Policies: [Student Handbook](#)

Colorado School of Public Health [Calendars, Policies and Handbooks](#)

Graduate School: [Graduate School Resources](#)

Bioengineering (MS, PhD): [Graduate Student Handbook](#)

Master of Science in Modern Human Anatomy: [MSMHA Student Handbook](#)

School of Dental Medicine [Forms & Policies and Student Handbook](#)

School of Medicine [Student Policies and Procedures](#)

Doctor of Physical Therapy: [DPT Student Handbook](#)

Master of Physician Assistant Studies: [CHAPA Student Academic Policies and Procedures](#)

Master of Medical Science in Anesthesiology Program: Not an online document. The academic program presents the handbook and policies with students at the beginning of each academic year and require students to sign it.

ORE PhD Programs: [Office of Research Education Handbooks and Websites](#)

Skaggs School of Pharmacy & Pharmaceutical Sciences [CU School of Pharmacy Student Policies](#)

CU ANSCHUTZ ALCOHOL AND OTHER DRUG VIOLATIONS

2021-2023

TYPE OF VIOLATION	TOTAL VIOLATIONS 08/01/2021-07/31/2022	TOTAL VIOLATIONS 08/01/2022-07/31/2023
ALCOHOL VIOLATIONS		
Consuming on campus grounds	0	0
Possess Liquor Glass Container Park	0	0
Possession or Consumption of Alc by Underage Person	0	1
Possession/Consumption Open Alcoholic Container	1	1
Protective Custody – Detox Placement	0	2
Public Place Open Container	0	0
Unlawful Act – Provide Alcohol to Person Underage	0	0
CONTROLLED SUBSTANCE VIOLATIONS		
Abusing Toxic Vapors	0	0
Consumption Publicly 2 oz or less Marijuana	0	0
Drug Paraphernalia General	7	8
Fraud, Deceit, Forged Prescription	0	0
Marijuana Offenses	0	0
Marijuana Possession Felony	0	0
Marijuana Sell Felony	0	0
Marijuana Possession 2 oz or Less Under 21 Years of Age	0	1
Possession Drug Paraphernalia Marijuana		
Unlawful Distribution/Possession/Manufacture or Sale of Controlled Sub:	0	1
Unlawful Possession of Meth Materials:	0	0
Unlawful Use of a Controlled Substance:	0	0
Drugs Unlawful Possession of Controlled Substance:	5	7
TRAFFIC RELATED OFFENSES		
DUIs	10	5
Open Alcoholic Container	0	0
Open Marijuana Container	0	0

CU Anschutz Alcohol and Other Drug Prevention Planning and Data Driven Programming

In 2022 University of Colorado Anschutz Medical Campus was selected to join a cohort of other Colorado Higher Education Institutions in the Coalition of Colorado Campus Alcohol & Drug Educators (CADE). This cohort focuses on data collection, and development of prevention and education programs to address AOD concerns across the state. Within the program, cohort campuses develop prevention and education framework using the National Institute of Alcohol Abuse and Alcoholism (NIAAA) and their CollegeAIM to assess and develop evidence-based strategies around AOD interventions addressing individual and environmental strategies.

CADE has provided assistance and guidance in developing a campus AOD prevention and evaluation plan. With engagement with CADE, CU Anschutz has committed to continuing to evaluate our student's health behaviors using the National College Health Assessment (NCHA). Data from this survey includes information specific to student behaviors with drug and alcohol use. Our campus is committed to conducting this survey to students biennially, providing longitudinal data and comparison to measure changes in student health behaviors, as well as comparing data to aggregate state, national, and graduate schools.

Using the data from our campus NCHA results, we are able to identify needs, and evaluate the impacts of intentional educational and preventative strategies and programs. Our 2023 Survey was conducted in mid-February through early March, as an electronic survey emailed to all students enrolled that semester. We received 815 responses, with a response rate of 18.1%. The following report provides AOD data comparing our Spring 2023 data to our Spring 2021 and National 2023 graduate data reported by the American College Health Association.

	Anschutz 2023	Anschutz 2021	Anschutz Difference	National Grad 2023	Anschutz/National Difference
Alcohol Use Negatively Impacted Academic Performance in Past 12 Months	1.6	1.8	-0.2	1.6	0
Cannabis/Marijuana Use Negatively Impacted Academic Performance in Past 12 Months	1.5	0.6	0.9	1	0.5
Last 3 Month Use:	Anschutz 2023	Anschutz 2021	Anschutz Difference	National Grad 2023	Anschutz/National Difference
Tobacco/Nicotine Delivery Products	17.3	9.5	7.8	17.5	-0.2
Alcoholic Beverages	84	84	0	73.5	10.5
Cannabis	36.6	25.7	10.9	28	8.6
Cocaine	3.3	1.6	1.7	2.6	0.7
Nonmedical Prescription Stimulants	5	2.4	2.6	2.5	2.5
Methamphetamine	0	0	0	0.2	-0.2
Inhalants	0.7	0.7	0	1.5	-0.8
Nonmedical Sedatives or Sleeping Pills	1	1.8	-0.8	1.8	-0.8
Hallucinogens	8	2.7	5.3	4.7	3.3
Heroin	0.1	0	0.1	0.1	0
Nonmedical Prescription Opioids	0.5	0.3	0.2	0.4	0.1
	Anschutz 2023	Anschutz 2021	Anschutz Difference	National Grad 2023	Anschutz/National Difference
High Risk Use of Alcoholic Beverages	1.5	0.6	0.9	1.3	0.2
High Risk Use of Cannabis (Nonmedical Use)	0.9	0.4	0.5	0.8	0.1
Misusing Prescription Medications in Past 3 Months	Anschutz 2023	Anschutz 2021	Anschutz Difference	National Grad 2023	Anschutz/National Difference
Prescription Stimulants	6.3	1.6	4.7	1.5	4.8
Prescription Sedatives or Sleeping Pills	0.5	1.2	-0.7	1.1	-0.6
Prescription Opioids	0.1	0.3	-0.2	0.2	-0.1
In the last 30 days, Driving after:	Anschutz 2023	Anschutz 2021	Anschutz Difference	National Grad 2023	Anschutz/National Difference
Having any alcohol	24.6	20.1	4.5	20.5	4.1
Within 6 hours of using cannabis	26.7	20.7	6	25.8	0.9
	Anschutz 2023	Anschutz 2021	Anschutz Difference	National Grad 2023	Anschutz/National Difference
Average Estimated Blood Alcohol Concentration	0.03	0.02	0.01	0.03	0
Average Number of Drinks Consumed in Last Social Setting	2.7	2.3	0.4	2.6	0.1

Prevention & Education Program Evaluation

In our evaluation of the 2023 NCHA data, we noticed a general slight increase in many of the measured alcohol and drug related behaviors. Our numbers remain relatively low and aligned with nationally reported data. With consideration that our participants average age was 27.8 years old, our student population consists of a majority of students above the legal age to purchase and consume alcohol and legalized drugs. Less than 2% of students report negative impacts on academics related to alcohol and cannabis use. Data of note for our campus to monitor and investigate included increases in both tobacco use, specifically with vaping devices, and cannabis. Also of interest, student usage of non-medical use of prescription stimulants and hallucinogens remained low (5% and 8% respectively) but increased.

Utilizing this data, the partnership with CADE provides consultation of data evaluation, recommendations, and planning and implementation of materials utilizing campus specific data to address social norming. The “Time to Ungrind” campaign was developed by CADE and is being implemented state-wide to participating colleges and universities with the intention to decrease alcohol, drug use, and high-risk behaviors; to increase campus awareness and use of protective factors; and using harm reduction strategies decrease consequences related to AOD use. Participation in the CADE program will continue through Spring 2025, to utilize two cycles of the NCHA as an evaluative tool.

Additionally, the CU Anschutz Medical Campus provides additional resources to the campus community to promote healthy behaviors and supports to those who may be impacted by AOD misuse and abuse.

Resources & Strategies Specific to Alcohol and Other Drugs Prevention & Education

Developed to educate and address AOD related topics for the campus, Student Health Promotion develops data driven programming, trainings, and support services offered to students and employees. Each program addresses AOD topics and needs identified by our campus.

Coalition of Colorado Campus Alcohol and Drug Educators (CADE):

In 2022, The Office of Student Health Promotion applied and was selected to be a member of the cohort for CADE, an initiative connected with NASPA and CDPHE. Through this coalition, CU Anschutz received funding to support the 2023 National College Health Assessment and will be receiving an additional data report of the cohort schools for comparison. Additionally, in April 2023, CU Anschutz students participated in focus groups, to provide student driven feedback on a social norming campaign being developed for 2023-2024. This campaign will utilize our campus data to address behaviors around alcohol and other substances, mental health, and student well-being. Titled "Time to Ungrind" CADE will provide marketing and educational resources to be customized by each participating campus to incorporate campus specific data into their campaigns. Goals specific to AOD data of the CU Anschutz Time to Ungrind campaign will address cannabis and vaping behaviors identified as increased by the NCHA.

Collegiate Recovery Community: Resiliency & Recovery Group

Based on feedback and student data, the development of a campus recovery group was launched in Fall of 2021. The Resiliency & Recovery student group is organized to support individuals who are in recovery or are allies for those in recovery. This group meets weekly and creates a safe community of peers to discuss, support and build awareness for students in recovery. This is a student facilitated group and is supported by the Office of Student Health Promotion.

National Fentanyl Awareness Day Event

On May 9th, 2023, Student Health Promotion hosted an awareness day and launch of campus sponsored Opioid Awareness and Response (Naloxone) Trainings. As opioid related deaths continue to increase, it was important to develop training to prepare individuals in our community with the knowledge and tools to respond if faced with an overdose situation. In Spring 2023, CU Anschutz applied for and received access to the states bulk order program for Naloxone. This campus event provided a launch of the beginning of our campus training program. Six training courses were conducted for campus members throughout the day, with a resources and educational fair hosted to promote campus and community services that address alcohol and drug education and treatment resources. This program will be repeated each spring semester.

Opioid Overdose Awareness and Response (Naloxone) Training

Starting in spring 2023, Student Health Promotion, Occupational Health, and University Police collaborated to apply for the state bulk order process to provide Naloxone on-campus. For distribution, monthly training opportunities about opioid overdose awareness and how-to administer Naloxone. Training material was developed by the Colorado Consortium of Prescription Drug Abuse Prevention, within the Skaggs School of Pharmacy, with additions and adaptations to inform about our campus and resources. Participants will be provided Naloxone and national and community resources for support. Student Health Promotion and Occupational Health provide trainings to our campus community every month, by CU Anschutz students trained to facilitate each session.

OpiRescue:

Developed by the Colorado Consortium of Prescription Drug Abuse Prevention, OpiRescue is an app that will help a bystander recognize and walk through steps of an opioid overdose rescue, provide assistance finding treatment or a local Naloxone supplier, and other support/helpline resources. A unique QR code to direct individuals who complete training at CU Anschutz to download OpiRescue will provide campus specific data regarding training numbers, and reports of individuals who went through our training that respond to an overdose event and use OpiRescue.

Wellness Advocacy Training Series

Based on student needs and feedback that faculty are faced with supporting students with well-being related topics, the Wellness Advocate Training Series was developed. Each training provides faculty and staff with knowledge about student needs and campus resources they can make referrals to in supporting students. Within the training series, each module will address supporting students with specific identified wellness needs including: Substance Abuse and Recovery, Mental Health, Distressed Student, Concerns of Suicide and Elevated Mental Health, Disability, Interpersonal Violence, and Active Military and Veterans. Each course is offered once a semester, as in-person training. Faculty and staff who complete the series will receive a certificate of completion through their online Skillssoft employee portal.

Community-Based Resources:

Addiction Research and Treatment Services (ARTS)

Inpatient and outpatient substance abuse treatment with specialized programs for adolescents, men, women, and the offender population. The Addiction Research and Treatment Services (ARTS) is the clinical program of the Division of Substance Dependence, Department of Psychiatry at the University of Colorado School of Medicine. ARTS has provided residential and outpatient empirically supported substance abuse treatment services in Colorado for over 33 years, with an emphasis on psychosocial and pharmacological treatments for adolescents, women, men, families, and those involved in the criminal justice system. ARTS is on the cutting edge of scientific research, medical education, and clinical care for the purpose of reducing death and dying from addictive disorders.

Center for Dependency, Addiction and Rehabilitation (CeDAR)

CeDAR provides a full continuum of care including: Intensive, medically managed detoxification and stabilization, Intensive residential, Extended residential, Day treatment, Intensive outpatient treatment, Outpatient counseling, Addiction psychiatry, Integrated addiction medicine and primary care, Recovery management and support services.

Colorado Recovery Friendly Workplace Initiative:

The Colorado School of Public Health: Center for Health, Work & Environment collaborated with the Colorado Consortium for Prescription Drug Abuse Preventions to address the national mental health crisis and substance abuse epidemic intensified by the COVID-19 pandemic. The Colorado Recovery Friendly Workplace Initiative works with partners and employers to help address major mental health challenges facing workforces and communities including depression, suicide, and substance use disorders. Our goal is to educate, train, and provide resources to help managers and individuals implement evidence-based workplace practices and support for employees in treatment and recovery.

Colorado Wellness Recovery:

Colorado Wellness Recovery provides a mental wellness and addiction recovery online guide and resources. It is a free resource for Coloradans considering recovery. The website provides options to talk with someone through the Colorado Crisis Center, assistance in finding treatment options, education on what to expect with treatment, and a resource for caregivers.

General Wellness Resources that include AOD education and prevention:

Academic Program Orientations/Presentations/Workshops

Each year the Office of Student Affairs and Student Health Promotion provide an educational overview of student services, supports, and programs designed to promote their success and well-being. The Office of Student Health Promotion is invited to present to each incoming cohort within each of the academic programs. Highlighted within each presentation we include information about the Resiliency & Recover Student Group supporting individuals in recovery, YOU@CUAnschutz wellness tool, HelpCompass support resource navigation tool, and TELUS Health Student Support our online mental health counseling and wellness resource. More broadly, the Office of Student Outreach and Support also provides information about services for students who may be struggling, including with substance use.

HelpCompass

An online resource navigation tool designed to provide campus community members with quick access to connect to the right help in a moment of need or offering support. The tool continues to be developed, with more resources and user improvement updates. The tool essentially acts as a database of information about campus and community resources regarding support services and matches this information to the users need. HelpCompass is completely anonymous, never collecting identifying information, and free for the entire campus community to use. The tool provides resources specific to substance use or addiction for students and employees.

National College Health Assessment

Every two years, CU Anschutz conducts the National College Health Assessment (NCHA) to identify student behavior trends and assess their needs around health and well-being. The NCHA is developed by the American College Health Association and provides campus specific data to inform our educational programs and initiatives. This data is shared with campus leadership, student leadership groups, and will be used in developing educational presentations, social norming campaigns, and enhancing student support services and tools to address student needs.

Student Outreach and Support (SOS)

At CU Anschutz, we promote a “Culture of Care” for individuals and the campus community. Through intentional collaboration with the schools and colleges, we work to ensure that wrap around services are provided to our students, getting them connected to the appropriate resources to meet their goals and develop new skills in navigating challenging experiences. Services are free and private to students, and the case management team will help connect students to appropriate resources and offer support to persist in their academic program. SOS also provides assistance with medical leave and manages the campus food pantry.

Student and Resident Mental Health Services (SRMH)

Available to all CU Anschutz Students, Residents, and Fellows, SMHS provides comprehensive and confidential mental health services for all students enrolled in the schools located at the Anschutz Medical Campus as well as GME residents and fellows. Initial appointments are scheduled quickly, often within the same week. Options for ongoing care include receiving treatment from the CU Anschutz Student and Resident Mental Health clinicians, the University of Colorado Outpatient Psychiatry Clinic, and a community network of providers, depending on insurance coverage. Providers offer diverse specializations and mental health treatment approaches including working with clients around addiction.

TELUS Health Student Support App (THSSA)

THSSA is an online mental health counseling support provider offering students of CU Anschutz access to 24/7 mental health care. Services can be accessed by downloading the app, calling, or texting the THSS number. Counselors are prepared to provide crisis or on-going support to students, including around AOD needs. THSSA can provide clients with a connection to national and local resources. Additionally, the app provides students with personal wellness information and assessments they can use to evaluate their health behaviors.

WeCU Peer Coaching Program

The Peer Coaching Program is a peer-to-peer support, designed to assist students in making positive life changes in promoting overall well-being. Peer Coaches are trained in motivational interviewing, knowledge around referrals to campus and community supports, and utilize a strength's-based approach in assisting students with identifying and developing a wellness plan, inclusive of exploring behaviors around AOD use. The service is free to students and appointments are offered virtually.

YOU@CUAnschutz

A digital well-being portal containing tools, content and resources designed to improve overall wellness. YOU@CUAnschutz has been customized specifically for CU Anschutz Medical Campus students, faculty, and staff, and can connect them with resources and hundreds of pieces of content covering holistic health and wellbeing, AOD content included. The portal also includes self-assessments that include AOD questions and provides feedback and resources based upon the answers to these questions. This resource also includes a goal building tool, in which individuals can identify and develop a personalized goal to promote healthy behaviors. Between 7/01/21-6/30/23 there were 2712 total logins, with 781 student registrations and 257 employee registrations.

Colorado Crisis Services

Provides free, confidential, professional, and immediate support for any mental health, substance use, or emotional concern, 24 hours a day, 365 days per year.

Colorado Physician Health Program

CPHP provides peer assistance services statewide for licensed physicians, physician assistants, and anesthesiology assistants of Colorado. CPHP also has training program contracts to serve residents and students. Peer assistance services aid individuals who have any problems that would affect one's health such as emotional, psychological, or medical problems. CPHP provides diagnostic evaluation, treatment referral as well as treatment monitoring and support services.

EAP Counseling:

Provides short-term counseling offering eight sessions a year. Counseling services are provided to help employees with relationships, stress, workplace challenges, life transitions, substance abuse or other addiction, and grief and loss support.

Employee Assistance Program - The Real Help Hotline

The Real Help Hotline gives employees access to professional counselors who can offer assistance finding local resources or provide immediate crisis counseling. It is a free and confidential service and is available 24/7.

Faculty & Staff Mental Health Clinic

The clinic provides easily accessible, comprehensive, and confidential mental health services for all faculty and staff employed at CU Anschutz. Most insurance plans are accepted.

RECOMMENDATIONS

Program Recommendations:

1. Expand the number of resources provided around AOD treatment and recovery within the HelpCompass support resources databases.
2. Utilize campus specific data to customize AOD education and messaging with social norming and harm reduction strategies.
3. Expand our Campus Recovery Community Group: Resiliency & Recovery to participate in evaluating and assessing needs of their peers; and engagement with programming around building awareness and education to the campus community.

Data Recommendations:

1. Develop metrics to evaluate the impact of CADE programming and social norms campaigns.

Policy and Review Recommendations:

1. Review the messaging and distribution of the campus annual notification process.
2. Development of a campus-wide Student Code of Conduct to align processes and sanctioning standards.
3. Develop a Campus Committee to provide guidance and contribution to wellness initiatives, including around AOD. This committee will provide assistance in future Biennial Reviews, contributions to campus prevention planning, and reporting.