Wartburg Theological Seminary

Biennial Review of Alcohol and Other Drug Programs

Reporting Period: January 1, 2024 – December 31, 2025

Prepared by:
Caren Sellers (Director of Financial Aid and Reporting)
Date: April 2025

I. Introduction

This biennial review evaluates the effectiveness of Wartburg Theological Seminary's Alcohol and Other Drug (AOD) prevention efforts, focusing on policy notification and educational resources provided to students and employees. The review assesses the impact of these efforts in promoting awareness, compliance with AOD policies, and contributing to a safe and healthy campus environment.

II. Description of the AOD Program Elements

At Wartburg Theological Seminary, our AOD program is centered around policy notification and education rather than formal prevention programs. The following elements form the core of our AOD-related initiatives:

1. **Policy Notification:** All students and employees are informed of the institution's policies regarding alcohol and other drug use. These policies are outlined in the *Student and Community Life Handbook,* the *Employee Handbook*, and the *Annual Security Report,* which is updated and distributed annually on October 1. The policies emphasize compliance with federal, state, and local laws and are intended to support a safe and healthy campus environment.
2. **Educational Resources:** Basic educational information about alcohol and drug use is included in the above-listed documents. These resources provide details on the risks and effects of substance use, available prevention and support resources, and guidance for individuals seeking assistance. They also outline applicable disciplinary policies and procedures

III. Policies and Procedures

The following policies regarding alcohol and other drug use are included in various institutional resources and handbooks, as noted:

Student and Community Life Handbook

1.4.1 Campus-wide Smoking Policy

The seminary prohibits the use of all types of smoking materials within seminary buildings and residences on seminary grounds. Smoking is permitted on the public sidewalks surrounding the seminary. This policy is in compliance with the "Iowa Smoke Free Air Act," July 1, 2008

1.4.2 Beverage Policy

At all events of hospitality and celebration, whether on or off campus, if alcoholic beverages are served, it is expected that high quality non-alcoholic beverages (not just water/lemonade) will be displayed and served in a manner equal to the presentation of the alcoholic beverages.

2.5.1 Support for Substance Abuse:

Wartburg Seminary also seeks to retain valuable students and employees and maintain productivity by identifying personal drug or alcohol problems at early stages and motivating individuals to seek help with these problems. The seminary suggests confidential, off-campus, Dubuque counseling services or encourages finding a program in your local community.

These organizations provide access to substance abuse evaluations and outpatient treatment programs:

Gambling, Alcohol, Drug, and Other Substance Abuse Help

Mercy Turning Point Treatment Center (Dubuque, IA)

563-589-9299

MercyOne Dubuque

SASC: Set Sail – True North (Dubuque, IA)

563-583-1216

SASC - Dubuque

FreeRehabCenters.org (National)

FreeRehabCenters.org

2.9.4 Wartburg Seminary Drug and Alcohol Policy

The welfare and success of Wartburg Seminary depends on the physical and psychological health of all its students, faculty, and staff. The abuse of drugs and alcohol poses a threat to all studying and working in this place. It is the responsibility of Wartburg Seminary to maintain a safe, healthy, and efficient working environment.

To maintain this environment, Wartburg Seminary has therefore adopted the following policies:

1) Wartburg Theological Seminary permits students, faculty, staff, and seminary guests of legal drinking age per state laws to possess and use alcoholic beverages on our campus. Alcohol possession, use, distribution, or sale of alcoholic beverages to those who are underage is prohibited and will be subject to discipline, including possible dismissal. State underage drinking laws will be enforced.

   The unlawful possession, use, or distribution of illicit drugs by students or employees on Wartburg Theological Seminary property, or as a part of Wartburg Theological Seminary activities, is prohibited and will constitute grounds for possible dismissal. Federal and state drug laws will be enforced.

2) Each student, staff, and faculty member, as a condition of enrollment and/or employment, will agree to abide by the terms of this statement. Further, as required by the Drug Free Schools and Campuses Act, Wartburg Seminary agrees to impose disciplinary sanctions upon students and employees, which may include expulsion or termination of employment, and, when applicable, referral for legal prosecution.
3) As required by this law, WTS will annually distribute to students and employees a description of the applicable legal sanctions for the unlawful possession or distribution of drugs and alcohol and a list of the health risks associated with the use illicit drugs and abuse of alcohol. Please see Appendix A for more details

2.9.4.1 Drug Free Schools and Campus Act of 1990

These policies, as well as the following two sections and Appendix A are to comply with The Drug-Free Schools and Campuses Act, enacted August 16, 1990, which mandates that all institutions of higher education which receive Federal Student Aid Funds must certify that they have adopted and implemented a drug prevention program.

2.9.4.2 Referral for Help

Wartburg Seminary seeks to retain valuable students and employees and maintain productivity by identifying personal drug or alcohol problems at early stages and motivating individuals to seek help with these issues. The seminary suggests confidential, off-campus, Dubuque counseling services: **Turning Point Treatment Center** (563) 589-8291 or **SASC: Substance Abuse Services Center** (563) 582-3784. These organizations provide access to substance abuse evaluations and outpatient treatment programs. A state organization for assistance is the **Iowa Department of Public Health Your Life Iowa,** http://yourlifeiowa.org/resources (855) 581-8111

If you are not located in Dubuque, please seek a local service that provides substance use support or education. The following national organizations also offer information and assistance related to alcohol and other drug misuse:

StartYourRecovery.org

Developed by experts in substance misuse treatment from leading non-profit, academic, and government institutions, this resource offers personal stories, educational tools, and guidance for recognizing and managing substance misuse

Alcoholics Anonymous

Alcohol & Your Health

Public Education Materials

Behavioral Health Treatment Services Locator

Drug Enforcement Administration

Drug Information

Foundation For A Drug-Free World

National Institute on Drug Abuse

If you are experiencing drug or alcohol related problems, or if your studying is affected by such problems, your academic advisor, another faculty member, the director of community life and candidacy, supervisor, or human resources may refer you to a drug/alcohol abuse program when it is believed that these issues may affect your performance or behavior. Any potential disciplinary action or termination could be suspended pending the outcome of the referral to a drug/alcohol abuse agency. Attendance in a program is not a substitute for actual correction of any unacceptable performance or behavior. You remain responsible for making required improvements, whether or not you participate in the program.

The advisor or supervisor will request a report from the drug abuse agency about your participation only in the case of referral. This report will be limited to confirmation that you have participated. With your consent, it may also indicate whether you have made satisfactory progress. Except for the reports just mentioned, all contacts with the drug abuse agency will be treated with strict confidence. All records kept by the agency shall be kept for the exclusive use of that agency.

5.0 Appendix A – Information Regarding Alcohol and Drugs

5.1 Wartburg Associated Students' Statement on Responsible Alcohol Use at WAS Sponsored Events

Introduction

Wartburg Associated Students (WAS) is committed to maintaining an environment conducive to healthy lifestyles, including the academic and personal development of all members of the Wartburg community. Members of this community are accountable for their own actions and are expected to make responsible, lawful decisions regarding the use of alcohol. Understanding that Wartburg Theological Seminary has the ultimate authority to determine the specific institutional events in which alcoholic beverages are consumed on seminary property, this statement addresses how WAS will operate regarding the use of alcohol at WAS sponsored events.

Statement

Alcohol should be used only in ways which are lawful and do not harm or degrade individuals or the community. WAS encourages responsible behavior for those individuals who consume alcohol and respects the rights of individuals who choose to consume alcohol. Consistent with these rights, WAS will encourage responsible decision-making regarding the consumption of alcoholic beverages. WAS recognizes that some individuals have difficulty with alcohol because they are chemically dependent. Although this body has an interest in helping those individuals, it neither ensures the safety of, nor protects, those individuals from the consequences of their actions.

Safety

Drinking activities that are potentially dangerous, such as “chugging” of alcoholic beverages, competitive drinking activities, and activities that employ peer pressure to force participants to consume alcohol are discouraged. Alcohol should not be used as an award or prize.

Supervision and Compliance

When alcoholic beverages are served at a social function, WAS should ensure compliance with all the applicable laws, ordinances, and rules governing the distribution, possession, and consumption of alcoholic beverages. Self-service bars are discouraged. This includes those events in which alcohol will be provided for guests and events that are BYOB. It is strongly encouraged that a person(s) be assigned to distribute and control the amount of alcohol served to guests and should, themselves, refrain from dinking before and during this service. Non-alcoholic beverages and food should be provided whenever alcohol is served. They should be displayed as prominently as alcohol and should be made available in appropriate quantities depending on the number of people in attendance.

The quantity of alcohol provided at an event should be proportionate to the number of people of legal drinking age expected in attendance and the duration of the activity. WAS should ensure that a reminder to drink responsibly is posted at all events at which alcohol is being served.

WAS must comply with all applicable Iowa State Liquor laws. WAS budget funds may be used to purchase alcohol for use during WAS sponsored events. However, no additional fees may be charged in any form to cover the cost of alcohol. This includes, but is not limited to, any system that implies a charge for alcohol, such as wristbands, hand stamps, ticketing, or other designations for entry to an event where alcohol is served. Even if alcohol is not consumed, such designations may be interpreted as a fee for access and are therefor prohibited.

No alcohol will be served to a guest under 21. A designation of those attendees 21 years and older who are consuming alcohol is encouraged. This designation should not be linked with any financial transaction for the privilege of such consumption.

All individuals must comply with the laws of the State of Iowa, the ordinances of the City of Dubuque, and the policies of Wartburg Theological Seminary. It is the duty and responsibility of WAS to comply with all applicable laws and seminary regulations.

All coordinators of WAS events should heed these recommendations, understanding that failure to do so risks legal and institutional punishment.

See also The EIIA Guidelines and Best Practices for Hosting Social Events with Alcoholic Beverages as found in Appendix VII of the WAS Co-President Handbook, for additional information.

Sources

Alcohol policies provided by WTS’ Representative at EIIA. These resources included policies from Iowa State University, and a statement from an unnamed theological seminary (which sites policies from Rice University, Vanderbilt University, University of Denver, University of North Carolina at Chapel Hill, and Tulane University).

See also, “The Drug-Free Schools and Campus Act, 1990” found in the Wartburg Theological Seminary Student and Community Life Handbook

123.30.3.a This law regards the sale of alcohol at non-profit institutions. The selling of alcohol by non-profit organizations requires a class “A” liquor license, which WAS does not currently hold. As a result, WAS should not use proceeds from the event to pay for the alcohol as this would be constructive sales, and in violation of the law. No additional fees for alcohol should be collected and solicited or suggested donations should not exceed the cost of food, non-alcoholic beverages, and the hospitality services of the event.

Source: https://www.legis.iowa.gov/docs/code/123.30.pdf

5.2 Drug Prevention Information

The Drug-Free Schools and Campuses Act, enacted August 16, 1990, mandates that all institutions of higher education receiving Federal Student Aid Funds must certify that they have adopted and implemented a drug prevention program. The following information is provided for the student body with this act in mind.

Visit https://www.dea.gov/factsheets for detailed information about drugs within broad categories.

Federal Trafficking Penalties are located at https://www.dea.gov/sites/default/files/2021-12/Trafficking%20Penalties.pdf Visit for details regarding the tracking penalties for various types of drugs.

Federal Student Aid and Drug Convictions (*Updated Policy)*

Effective July 1, 2023, a student’s eligibility for federal student aid (FSA) is no longer affected by drug convictions, pursuant to provisions in the FAFSA Simplification Act*. Drug convictions no longer disqualify a student from receiving Title IV aid, regardless of when the offense occurred.

While federal aid eligibility is no longer impacted by such convictions, Wartburg Theological Seminary remains committed to fostering a safe, healthy, and lawful campus environment. In compliance with the Drug-Free Schools and Communities Act of 1986 (DFSCA), the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Campuses Act of 1990, the seminary strictly prohibits the unlawful possession, use, or distribution of illicit drugs by students and employees, on campus or as part of any seminary sponsored activities. Violations of this policy are subject to disciplinary action, including possible dismissal. Federal and state drug laws, as well as state underage drinking laws, will be enforced. The possession, use, distribution, or sale of alcoholic beverages by individuals under the legal drinking age is also prohibited and subject to discipline, including possible dismissal.

Students struggling with substance use are encouraged to seek assistance. Information on available resources can be found in section 2.9.4.2 of the Student and Community Life Handbook

**FAFSA Simplification Act, part of the Consolidated Appropriations Act, 2021 (Pub. L. 116-260), Title VII, Division FF, § 479A(c)(1), amending HEA § 484(r); effective July 1, 2023.*

5.3 Iowa Smoke Free Air Act

The "Iowa Smoke Free Air Act" became effective on Tuesday, July 1, 2008

This law bans the smoking of tobacco in all indoor and outdoor spaces on our campus including all Seminary property, parking lots (even while sitting in your personal vehicle), Seminary vehicles (whether on or off campus), apartments, houses, residence halls, and Seminary sidewalks. In short, it is illegal to smoke tobacco anywhere on or in Seminary property. However, the law does not prohibit smoking on public sidewalks around the Seminary, such as those on Wartburg Place and Fremont Avenue.

Please be mindful of this law and help support our campus community by informing anyone smoking on Seminary property that this is actively prohibited under Iowa law. The law takes a firm stance on maintaining a smoke-free campus and may result in civil penalties and other consequences for both the individual and the Seminary if not followed.

We understand that this law may be challenging for smokers, as well as their friends and family. However, Iowa is aligning with national environmental and public health efforts and is neither the first nor the last state to enact comprehensive smoking regulations. We appreciate your cooperation in helping the Seminary comply with this law.

Employee Handbook

7.4 EAP (Employee Assistance Program)

All Regular Full-time and Regular Part-time employees enrolled in the ELCA Portico Benefit Services programs have access to an Employee Assistance Program (EAP). This program offers confidential support for a variety of life challenges, including depression, relationship and marriage issues, legal concerns, childcare, and eldercare needs, parenting support, work-related stress, financial matters, and substance abuse.

Employees can learn more about the Employee Assistance Program (EPA) by visiting: https://www.porticobenefits.org

13 Substance Abuse

13.1 Policy Statement

The welfare and success of the Seminary rely on the physical and psychological health of its staff, faculty, and students. Substance abuse poses a serious threat to the well-being of everyone studying and working in this community. Commonly misused substances include alcohol, painkillers, sedatives, stimulants, prescription medications, tranquilizers, marijuana, cocaine, heroin, and other illegal drugs. It is the shared responsibility of Seminary employees and students to help maintain a safe, healthy, and productive environment for all.

The Drug-Free Schools and Campuses Act, enacted on August 16,1990, requires all institutions of higher education that receive federal student aid funds to certify that they have adopted and implemented a drug prevention program. In compliance with this mandate, the Seminary has established the following policies:

1. The unlawful possession, manufacture, sale, use, or distribution of alcohol, illicit drugs, or drug paraphernalia by employees or students on Seminary property or during Seminary-sponsored activities is strictly prohibited. Violations will result in disciplinary action, up to and including termination of employment and dismissal from the institution. Federal and state drug laws will be enforced.
2. Any employees found to be under the influence of drugs or alcohol while on Seminary premises – if such influence impairs judgment, performance, or behavior – will be subject to disciplinary action, including possible termination of employment or dismissal.
3. As a condition of employment, each employee agrees to comply with the terms of this policy. In accordance with the Drug-Free Schools and Campuses Act, the Seminary will impose disciplinary sanctions on employees and students who violate these standards of conduct. Sanctions may include termination of employment or expulsion, and referral for prosecution.

13.2 Referral for Help

Wartburg Seminary is committed to retaining valuable employees and maintaining productivity by identifying and addressing personal drug or alcohol problems at an early stage. We encourage individuals to seek help and offer confidential, off-campus counseling services in Dubuque. Employees are recommended to contact the Substance Abuse Services Center (SASC) at 563.582.3784 or Turning Point at 563.589.8291 for support with drug and/or alcohol abuse.

15.1 Smoking Policy

The Seminary prohibits the use of all smoking materials on Seminary property, including within Seminary buildings and residences located on Seminary grounds. Smoking is only permitted on the public sidewalks surrounding the Seminary. This policy is in compliance with the Iowa Smoke-Free Air Act, effective July 1, 2008.

Annual Security and Fire Safety Report **(published 10/01/24)**

Wartburg Seminary Drug and Alcohol Policy:

The welfare and success of Wartburg Seminary depend on the physical and psychological health of all its students, faculty, and staff. The abuse of drugs and alcohol poses a significant threat to everyone in this community. It is the responsibility of Wartburg Seminary to maintain a safe, healthy, and productive environment for all.

Policy Statement

The Drug-Free Schools and Campuses Act, enacted August 16, 1990, mandates that all institutions of higher education receiving Federal Student Aid Funds must certify that they have adopted and implemented a drug prevention program. Wartburg Seminary has therefore adopted the following policies:

- Wartburg Theological Seminary permits students, faculty, staff, and seminary guests of legal drinking age, as defined by state law, to possess and use alcoholic

beverages on campus. The possession, use, distribution, or sale of alcohol to individuals who are underage is strictly prohibited and will result in disciplinary action, including possible dismissal. State underage drinking laws will be enforced.

- The unlawful possession, use, or distribution of illicit drugs by students or employees on our property, or as a part of our activities, is prohibited and will constitute grounds for possible dismissal. Federal and state drug laws will be enforced.
- Any student, staff, or faculty member under the influence of drugs or alcohol which impairs judgment, performance, or behavior while on Wartburg's premises will be subject to discipline, including possible dismissal.
- Each student, staff, and faculty member, as a condition of enrollment and/or employment, will agree to abide by the terms of this statement. Further, as required by the Drug-Free Schools and Campuses Act, Wartburg Seminary agrees to impose disciplinary sanctions upon students and employees, which may include expulsion or termination of employment, and referral for prosecution for violation of the standards of conduct.
- As required by this law, WTS will annually distribute to students and employees a description of the applicable legal sanctions for the unlawful possession or distribution of drugs and alcohol and a list of the health risks associated with the use of illicit drugs and abuse of alcohol.

Drug Free Schools and Campus Act of 1990

These policies, along with the following two sections and Appendix A, are in compliance with the Drug-Free Schools and Campuses Act, enacted on August 16, 1990. This federal law requires all institutions of higher education that receive Federal Student Aid funds to certify that they have adopted and implemented a drug prevention program.

Referral for Help

Wartburg Seminary is committed to supporting the well-being of its students and employees by identifying personal drug or alcohol issues at early stages and encouraging individuals to seek help. The Seminary recommends the following confidential, off-campus counseling services located in Dubuque.

- **Turning Point Treatment Center:** (563) 589-8291
- **Substance Abuse Services Center (SASC)**: (563) 582-3784

These organizations offer substance abuse evaluations and outpatient treatment programs.

For statewide assistance, individuals may also contact the Iowa Department of Public Health's Your Life Iowa program:

- Website: https://yourlifeiowa.org/resources
- Phone: (855) 581-8111

If you are located outside of Dubuque, please seek a local provider offering similar services. You may also contact one of the following national organizations for assistance:

StartYourRecovery.org
Developed by experts in substance misuse treatment from leading non-profit, academic, and government institutions, this resource offers personal stories, educational tools, and guidance for recognizing and managing substance misuse
Alcoholics Anonymous

Alcohol & Your Health

Public Education Materials

Behavioral Health Treatment Services Locator

Drug Enforcement Administration

Drug Information

Foundation For A Drug-Free World

National Institute on Drug Abuse

If you are experiencing drug- or alcohol-related problems, or if your academic performance is affected by such issues, your academic advisor, another faculty member, the Director of Community Life and Candidacy, your supervisor or Human Resources may refer you to a drug or alcohol abuse program if it is believed these issues are impacting your performance or behavior.

Any disciplinary action or termination may be suspended pending the outcome of your referral to a drug or alcohol abuse agency. However, participation in a program is not substitute for correcting unacceptable performance or behavior. You remain responsible for making the necessary improvements.

In the case of a referral, the advisor or supervisor may request a report from the agency confirming your participation. With your consent, the report may also indicate whether you are making satisfactory progress. Aside from this limited reporting, all contact with the agency will be treated as strictly confidential. Records maintained by the agency will be used exclusively by that agency.

Information Regarding Alcohol and Drugs

Wartburg Associated Students Statement on Responsible Alcohol Use at WAS Sponsored Events

Introduction

Wartburg Associated Students (WAS) is committed to maintaining an environment that supports healthy lifestyles and fosters academic and personal development of all

members of the Wartburg community. Each member of this community is accountable for their own actions and is expected to make responsible, lawful decisions regarding the use of alcohol.

Wartburg Theological Seminary holds the ultimate authority in determining the specific institutional events at which alcoholic beverages may be consumed on seminary property. This statement outlines how WAS will govern the use of alcohol at WAS-sponsored events.

Statement

Alcohol should only be used in lawful ways that do not cause harm to individuals or the community. WAS encourages responsible behavior among individuals who choose to consume alcohol and affirms the rights to those who choose not to. In alignment with these values, WAS will promote responsible decision-making regarding the consumption of alcoholic beverages.

WAS recognizes that some individuals may struggle with chemical dependency. While the organization is concerned for the well-being of these individuals, it cannot ensure their safety or shield them from the consequences of their actions.

WAS strongly discourages potentially dangerous drinking behaviors, including – but not limited to - "chugging," competitive drinking, or any activity involving peer pressure to consume alcohol. Additionally, alcohol must not be given as an award or prize.

Supervision and Compliance

When alcoholic beverages are served at a social function, WAS must ensure compliance with all applicable laws, ordinances, and institutional policies regarding the distribution, possession, and consumption of alcohol.

- Self-service bars are discouraged. This includes events where alcohol is provided for guests as well as BYOB (Bring Your Own Beverage) gathering. Individuals assigned to distribute and monitor alcohol consumption should abstain from drinking during the event.
- Non-alcoholic beverages and food must be provided whenever alcohol is served. These options should be displayed as prominently as alcoholic beverages and provided in sufficient quantities based on expected attendance. The quantity of alcohol served should be proportionate to the number of guests of legal drinking age and the duration of the event.
- Visible reminders encouraging responsible drinking should be posted at all WAS events where alcohol is available.
- WAS must comply with all Iowa State liquor laws.
- No alcohol may be served to individuals under the age of 21.
- All attendees must adhere to the laws of the State of Iowa, the ordinances of the City of Dubuque, and the policies of Wartburg Theological Seminary. WAS shares the responsibility for ensuring full compliance with all applicable laws and institutional regulations.

Event coordinators are expected to follow these guidelines, understanding that failure to do so may result in legal and institutional consequences.

For further guidance, refer to *The EIIA Guidelines and Best Practices for Hosting Social Events with Alcoholic Beverages,* found in Appendix VII of the WAS Co-President Handbook.

Alcohol policies referenced in this document were provided to WTS' representative at EIIA. These resources include policies from Iowa State University, as well as statements from an unnamed theological seminary citing policies from Rice University, Vanderbilt University, University of Denver, University of North Carolina at Chapel Hill, and Tulane University

See also the statement *"The Drug-Free Schools and Campuses Act, 1990"* in the Wartburg Theological Student and Community Life Handbook for additional context.

The Drug-Free Schools and Campuses Act

The Drug-Free Schools and Campuses Act, enacted on August 16, 1990, mandates that all institutions of higher education receiving Federal Student Aid Funds must certify that they have adopted and implemented a comprehensive drug prevention program.

In accordance with this Act, the following information is provided to the student body:

Effects of Alcohol Use

Alcohol consumption can significantly impair both mental and physical functions, even at low doses. One of the most common and dangerous effects of alcohol is impaired judgment and coordination. Even low levels can affect a person's ability to operate a motor vehicle safely, increasing the risk of accidents. Low to moderate alcohol use has also been linked to increased aggression, including incidents of domestic abuse.

Moderate to high doses interfere with higher brain functions, leading to cognitive impairment and seriously impacting the ability to learn, concentrate, or remember information. In very high doses, alcohol can cause respiratory depression, which may lead to the slowing or stopping of the respiratory system. This effect is magnified when alcohol is combined with other central nervous system depressants, such as sedatives or tranquilizers, significantly increasing the risk of overdose, even at lower doses.

Repeated alcohol use can lead to both physical and psychological dependence. Abrupt cessation may result in withdrawal symptoms such as severe anxiety, tremors, hallucinations, and seizures, and in some cases, withdrawal can be life-threatening.

Chronic alcohol use, particularly when coupled with poor nutrition, can cause permanent damage to vital organs like the brain and liver.

Alcohol use during pregnancy is highly risky and can result in Fetal Alcohol Syndrome (FAS), a condition that causes irreversible physical abnormalities and cognitive impairments in the child. Additionally, children of individuals with alcohol dependency are at a higher risk of developing alcohol use disorders themselves due to both genetic and environmental factors.

Narcotics

Illicit drug use carries significant risks, including infections, diseases, and overdose. A major contributor to medical complications in narcotic abuse is the presence of adulterants in street drugs and non-sterile injection practices. Common complications among narcotic abusers include skin, lung, and brain abscesses, endocarditis (inflammation of the heart lining), hepatitis, and AIDS. While pharmaceutical drugs are

produced with known concentrations and purity, street drugs are often clandestinely made with unknown compositions. As there's no way to easily determine the purity of street drugs, the effects of illicit narcotic use are unpredictable and can be fatal.
Physical signs of narcotic overdose include constricted (pinpoint) pupils, cold, clammy skin, confusion, convulsions, severe drowsiness, and respiratory depression (slow or troubled breathing). Respiratory depression is the leading cause of death from narcotic overdose.

Stimulants

Stimulants are typically diverted from legitimate sources or clandestinely manufactured for illicit markets. These drugs can be taken orally, sniffed, smoked, or injected.
Smoking, snorting, or injecting stimulants produces an immediate "rush" or "flash" effect. Abuse often follows a pattern of binge use, in which large doses are consumed sporadically over a short period. Heavy users may inject every few hours, continuing until their drug supply is exhausted or they reach a state of delirium, psychosis, or physical exhaustion.
During these binge periods, all other concerns take a back seat to recreating the initial euphoric rush. Tolerance to stimulants develops rapidly, and both physical and psychological dependence can occur. Abrupt cessation, even after a brief two- or three-day binge, is often followed by a "crash" marked by depression, anxiety, drug cravings, and extreme fatigue.

Depressants

Withdrawal from depressants often shares similar symptoms across different substances in this category. In mild cases, withdrawal symptoms may include insomnia and anxiety, which are often the initial reasons for drug use. With greater dependence, tremors and weakness may also develop. In severe cases, withdrawal can lead to seizures and delirium.
Unlike withdrawal from many other drugs, the withdrawal syndrome from depressants can be life-threatening. Depressants are commonly used to induce sleep, relieve anxiety and muscle spasms and prevent seizures.

Barbiturates

Barbiturates are older sedative drugs that include butalbital (Fiorinal), phenobarbital, Pentothal, Seconal, and Nembutal. Dependence and tolerance can develop rapidly, meaning increasingly larger doses are needed to achieve the same effects. This makes barbiturates particularly unsafe and significantly increases the risk of coma or death.

Benzodiazepines

Benzodiazepines were developed to replace barbiturates, but they still carry many of the same risks, including tolerance, dependence, and dangerous side effects. Common examples include Valium, Xanax, Halcion, Ativan, Klonopin, and Restoril. Rohypnol, also a benzodiazepine, is not legally manufactured or marketed in the United States but is used illegally.

Nonbenzodiazepines and Other CNS Depressants

Drugs such as Lunesta, Ambien, and Sonata are nonbenzodiazepine sedative-hypnotics prescribed for the short-term treatment of insomnia. These medications share many

properties with benzodiazepines, including the risk of dependence and central nervous system (CNS) depression. Other CNS depressants include meprobamate, methaqualone (Quaalude), and the illicit drug GHB.

Cannabis

Cannabis products are typically smoked, with effects beginning within minutes, peaking between 10 and 30 minutes, and lasting for two to three hours. The effects vary based on dosage, the drug's potency, the setting, and the user's expectations or prior experience.

At low doses, users often report a sense of well-being and relaxation, along with heightened sensory perception. Thought processes may become subtly altered, but the intoxication might not be obvious to an outside observer. Despite this, impaired motor coordination and altered time perception can lead to driving, workplace, or household accidents.

Stronger doses can cause intensified sensory experiences, emotional shifts, fragmented thoughts, and a distorted sense of self. Users may experience memory impairment and difficulty focusing, even while believing they have increased insight. At high doses, hallucinations, loss of personal identity, and vivid fantasies may occur.

Hallucinogens

Hallucinogens, when taken in non-toxic doses, cause profound changes in perception, mood, and thought. Physiological effects may include an elevated heart rate, increased blood pressure, and dilated pupils. Sensory effects involve perceptual distortions, which vary depending on the dose, environment, and emotional state of the user.

Psychological effects often include altered perceptions of time and space – time may appear to stand still, and visual or auditory elements may take on exaggerated or new significance. These experiences can be perceived as either euphoric or terrifying.

The effects of hallucinogens are unpredictable and can vary significantly from one use to the next. While research has shown that some hallucinogens can cause neuronal damage in animals – and emerging data suggest some may be neurotoxic to humans – the most immediate danger is impaired judgment, which can lead to impulsive behavior and accidents.

Inhalants

Inhalants depress the central nervous system, leading to decreased respiration and blood pressure. Users often report distortions in their perception of time and space, along with physical symptoms such as headaches, nausea, slurred speech, and a loss of motor coordination. Mental effects may include fear, anxiety, or depression. Visible signs of inhalant abuse can include a rash around the nose and mouth, wheezing, and the smell of paint or organic solvents on clothing, skin, or breath. Additional behavioral indicators include red, glassy, or watery eyes; slurred speech; a staggering gait; and excitability or unpredictable behavior. Chronic inhalant use has been associated with serious health problems. Sniffing glue or paint thinner has been linked to kidney abnormalities, while solvents like toluene and trichloroethylene may cause liver damage. Memory impairment, attention deficits, and reduced nonverbal intelligence

are also among the cognitive consequences. Inhalant use can lead to death due to heart failure, asphyxiation, or aspiration.

Steroids

Anabolic steroids are synthetically produced variations of the male hormone testosterone and are often abused to promote muscle growth, enhance athletic or physical performance, and improve physical appearance. Frequently abused steroids include testosterone, nandrolone, stanozolol, methandienone, and boldenone. While the full scope of long-term health consequences is not yet fully understood, growing evidence suggests a range of potentially serious side effects. These include cardiovascular damage, cerebrovascular toxicity, and liver damage. Other physical effects include elevated blook pressure and cholesterol levels, severe acne, premature balding, reduced sexual function, and testicular atrophy. In males, abnormal breast development (gynecomastia) may occur, while females may experience masculinizing effects such as increased body hair, a deepened voice, breast reduction, and disrupted menstrual cycles. Some of these changes are irreversible. In adolescents, steroid abuse can result in prematurely stunted growth due to halted bone elongation. Psychological effects can include psychotic reactions, manic episodes, increased aggression, and violent behavior.

Designer Drugs

The abuse of clandestinely synthesized drugs – commonly referred to as designer drugs – has re-emerged as a major global concern. These substances are created to closely mimic the effects of controlled drugs while avoiding legal classification by slightly altering their chemical structure. Many designer drugs fall into various drug categories but are often stimulants. A prominent example includes synthetic cathinones, sometimes marketed as “bath salts,” which are chemically designed to simulate the effects of cocaine, methamphetamine, and MDMA (ecstasy). These substances are often sold under misleading labels such as “research chemicals,” “plant food,” or “glass cleaner,” and are frequently marked “not for human consumption” to circumvent regulation under the Controlled Substance Analogue Enforcement Act. Despite their deceptive packaging, these substances are intended for abuse and pose significant health and safety risks.

Federal Legal Sanctions

The possession, use, of distribution of illicit drugs is prohibited by both institutional policy and federal law. Federal penalties for drug trafficking are severe and vary based on the type and quantity of the substance, as well as prior offenses.

A summary of federal trafficking penalties includes:

- **Schedules I & II substances** (e.g., heroin, cocaine, methamphetamine): Minimum 5 years to life imprisonment and up to $8 million in fines.
- **Schedule III substances:** Up to 20 years imprisonment.
- **Schedule IV substances:** Up to 10 years imprisonment.
- **Schedule V substances:** Up to 4 years imprisonment.

The full list of penalties, including specific drug quantities and additional enhancements, is available through the U.S. Drug Enforcement Administration at: DEA Federal Trafficking Penalties Chart. Students and employees are encouraged to review this information and understand the serious consequences associated with drug-related offenses.

Federal Student Aid and Drug Convictions

Effective July 1, 2023, a student's eligibility for federal student aid (FSA) is no longer affected by drug convictions, pursuant to provisions in the FAFSA Simplification Act*. Drug convictions no longer disqualify a student from receiving Title IV aid, regardless of when the offense occurred.

While federal aid eligibility is no longer impacted by such convictions, Wartburg Theological Seminary remains committed to fostering a safe, healthy, and lawful campus environment. In compliance with the Drug-Free Schools and Communities Act of 1986 (DFSCA), the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Campuses Act of 1990, the seminary strictly prohibits the unlawful possession, use, or distribution of illicit drugs by students and employees, on campus or as part of any seminary sponsored activities. Violations of this policy are subject to disciplinary action, including possible dismissal. Federal and state drug laws, as well as state underage drinking laws, will be enforced. The possession, use, distribution, or sale of alcoholic beverages by individuals under the legal drinking age is also prohibited and subject to discipline, including possible dismissal.

Students struggling with substance abuse are encouraged to seek assistance. Information on available resources can be found in section 2.9.4.2 of the Student and Community Life Handbook

**FAFSA Simplification Act, part of the Consolidated Appropriations Act, 2021 (Pub. L. 116-260), Title VII, Division FF, § 479A(c)(1), amending HEA § 484(r); effective July 1, 2023.*

Note: The language above reflects updated summaries that will also be included in the institution's next Annual Security and Fire Safety Report (October 1, 2025).

Iowa Smoke Free Air Act

The Iowa Smoke Free Air Act became effective on Tuesday, July 1, 2008. Under this law, smoking tobacco is prohibited in all indoor and outdoor areas of the Seminary campus. This includes all Seminary-owned property such as buildings, parking lots (even if individuals are inside their personal vehicles), Seminary vehicles (regardless of whether they are on or off campus), apartments, houses, residence halls, and Seminary sidewalks.

Smoking is permitted only on public sidewalks surrounding the Seminary. These public areas include the sidewalks on Wartburg Place and Fremont Avenue.

We ask all members of the Seminary community to be aware of and comply with this law. If you observe someone smoking on Seminary property, please kindly inform them that such activity is not allowed under Iowa law. The state takes enforcement seriously, and failure to maintain a smoke-free campus may result in civil penalties and other consequences for both individuals and the Seminary.

We recognize that this law may present challenges for smokers, as well as their friends and families. However, Iowa's legislation reflects broader national efforts to support environmental health and wellness. We appreciate your cooperations and support maintaining a healthy, smoke-free campus environment.

IV. AOD Program Goals and Objectives

The institution's alcohol and other drug (AOD) policies, educational outreach, and student support services are intentionally designed to support prevention efforts and comply with federal regulations. Key components of this strategy include:

Clear Policies and Legal Sanctions:

The institution provides current information about federal laws and potential sanctions for drug and alcohol violations, including penalties for drug trafficking. Institutional policies and disciplinary procedures are also clearly outlined to ensure students and employees understand the serious legal, academic, and health-related consequences of substance misuse.

Accessible Education and Prevention Programs:

Ongoing outreach includes access to educational materials, training, and wellness initiatives aimed at increasing awareness of the risks associated with substance use. These programs are designed to equip students and employees with the tools to make informed and responsible decisions.

Support Services and Community Connections:

The institution offers access to counseling and support services, both on campus and through external referrals. Students are encouraged to engage with campus wellness resources as well as supportive networks such as faith communities, synods, and denominational bodies, which may also provide scholarships or other encouragement. These networks reinforce accountability and help foster a sense of belonging.

By integrating education, support, accountability, and community, the institution aims to reduce substance-related disciplinary issues and promote overall student well-being. All communication emphasizes the importance of healthy decision-making and reflects a holistic commitment to creating a safe and supportive learning environment.

V. Summary of Program Strengths and Weaknesses

The institution's alcohol and other drug (AOD) prevention efforts are supported by strong leadership, clearly communicated policies, and the absence of reportable AOD-related incidents since 2015. Students and employees have access to confidential counseling services, as well as referrals to external providers, which helps ensure a supportive response to personal or academic challenges, including substance abuse. These strengths are further reinforced by the development of the Flourish initiative, dedicated to supporting the spiritual, emotional, physical, and communal well-being of students, faculty, and staff. Flourish provides a range of opportunities, including monthly coaching, therapy appointments, movement and mindfulness resources, and

spiritual formation events, all of which can positively influence AOD prevention by fostering healthier coping mechanisms and support systems.

Despite these positive foundations, opportunities for growth always remain. Participation in voluntary programming could increase with additional engaging and accessible outreach efforts. Additionally, informal support practices and low-level concerns are not always documented, making it difficult to identify early trends or emerging issues related to AOD. Wellness programming and student conduct oversight are managed by a relatively small team, which may limit capacity if and when services expand. There are numerous opportunities for creative initiatives and strategies to further advance efforts in prevention, accountability, and student wellbeing, particularly in the context of AOD awareness and support.

VI. Summary of AOD-Related Data

There have been no reported alcohol- or drug-related incidents, disciplinary actions, or policy violations at Wartburg Theological Seminary since 2015. This consistent record reflects the strength of the seminary's community standards, clear communication of expectations, and a culture of personal accountability rooted in shared values. Because of the seminary's relational culture and small campus environment, support for student wellbeing often happens informally. As a result, more formal tools like anonymous usage surveys or referral tracking for substance abuse counseling have not played a prominent role in institutional assessment efforts.

While the absence of reportable incidents is encouraging, it also presents an opportunity to pair the institution's relational strengths with intentional prevention and assessment strategies. Exploring systems to monitor campus climate and substance use more proactively could support early intervention, holistic care, and continued prevention efforts.

VII. Recommendations for Program Improvement

As Wartburg Theological Seminary continues to implement and support holistic wellness initiatives, there is an opportunity to increase clarity and awareness around how these resources can support students and employees facing alcohol or other drug (AOD) concerns. While the seminary has not experienced AOD-related incidents in recent years and does not anticipate a significant expansion of AOD-specific programming, there is value in reinforcing the integration of education and support within the existing framework. Clarifying how current wellness resources – including life coaching, mental health support, and spiritual care – can assist with substance-related concerns may help individuals recognize and access supportive pathways when needed. Equipping providers to include gentle, optional check-ins around AOD wellbeing as part of whole-person care could also strengthen this approach.

Additionally, the development of mechanisms for gathering anonymous student feedback – such as through periodic wellness surveys – may help assess awareness of AOD policies and surface emerging needs within the community. Establishing a consistent and confidential process for documenting referrals or informal support

interactions related to AOD concerns could also contribute to a more complete understanding of community wellbeing, even in the absence of formal disciplinary incidents. Finally, the seminary may consider partnering with internal and faith-based collaborators to offer occasional, values-aligned educational content on AOD awareness. These low-barrier opportunities – such as brief reflections, optional group discussions, or integrated messaging during wellness or formation events – can help normalize healthy decision-making and reinforce the institution's commitment to care, clarity, and accountability.

VIII. Conclusion

Wartburg Theological Seminary remains committed to fostering a learning environment that supports the wellbeing of the whole person – spiritually, emotionally, physically, and communally. The institution's strong culture of accountability, clear policies, and relational approach have contributed to the absence of alcohol- and drug-related incidents in recent years. This record reflects not only compliance with federal expectations but also the strength of shared values that prioritize care, integrity, and responsible decision-making.

While no major changes to alcohol and other drug (AOD) programming are anticipated, the seminary recognizes the importance of continually refining how education, prevention, and support are integrated within its broader wellness framework. By clarifying existing resources, promoting low-barrier educational opportunities, and developing tools to better assess community needs, Wartburg can sustain its commitment to holistic care and proactive prevention.

Through continued collaboration and thoughtful stewardship of its community culture, the seminary is well-positioned to maintain a safe and supportive environment for all students and employees – one that not only meets regulatory requirements but also reflects the seminary's deeper mission and identity.

Appendices

At the time of this report, supplemental materials such as annual notification letters, event flyers, or formal incident statistics are not included as separate appendices. All relevant policy content has been incorporated directly into Section III of this document for ease of reference.

As part of ongoing compliance and future documentation efforts, the institution may consider maintaining the following types of materials- if applicable- in future appendices:

- Copies of annual notification communications sent to students and employees
- Flyers or schedules of educational programming related to AOD awareness
- Summary data of any referrals, disciplinary actions, or reported incidents (if applicable)
- Results or summaries of anonymous wellness surveys related to AOD awareness