
BIENNIAL REPORT

OF

INSTITUTIONAL COMPLIANCE

WITH THE

DRUG-FREE SCHOOLS AND CAMPUSES ACT

Period of Review: January 2023-December 2024

BRIGHAM YOUNG UNIVERSITY-IDAHO

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INSTITUTIONAL COMPLIANCE WITH THE
DRUG-FREE SCHOOLS AND CAMPUSES REGULATIONS
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COMMITTEE MEMBERS

Nolan Bybee, Chair and Chief Compliance Officer
Nick Rammell, Dean of Students
Reed Stoddard, Director of Counseling Center
Rick Henry, Director of Security
Beth Baldwin, Director of Human Resources
Shaun Orr, Director of the Student Health Center
Casey Puzey, Student Honor Office Director
Jacob Ballard, BYU-Idaho Student
Justin Garner, Director of Housing
Troy Dougherty, Sports & Fitness Activities Director
Layne Kinghorn, Associate Dean of Students
Ken Jackson -Director of Financial Aid & Scholarships
Spencer Johnson, Risk Management
Dylan Moses, Institutional Research
Joshua Figueira, General Counsel

GENERAL STATEMENT

Brigham Young University–Idaho, as an institution affiliated with The Church of Jesus Christ of Latter-day Saints, is deeply committed to upholding high standards of moral conduct and personal integrity, as outlined in its mission and guiding principles. In alignment with the Board of Trustees Policy, all students, faculty, staff, and administrators are required to formally commit to the Church Educational System Honor Code prior to admission or employment and reaffirm this commitment annually to remain in good standing.

This Honor Code includes a pledge to abstain from alcoholic beverages, tobacco, tea, coffee, and substance abuse, reflecting the values of the sponsoring Church. Members of the campus community are expected to honor this commitment “at all times and in all things, and in all places,” working together to uplift and support one another (Mosiah 18:9, *The Book of Mormon*). Additionally, individuals are encouraged to foster a culture of accountability by promoting adherence to the Honor Code among their peers.

BYU-IDAHO DRUG-FREE SCHOOL POLICY

STATEMENT OF POLICY¹

As a condition of employment or enrollment BYU-Idaho requires all university personnel and students to completely abstain from the possession, use, manufacture, or distribution of alcohol, and illegal drugs or controlled substances on or off campus without specific medical authorization. Violation of this policy will result in the discharge of employees or suspension of students from the university and may result in criminal prosecution. Individuals who self-report their problem and seek professional or ecclesiastical help in overcoming the problem will be reviewed on a case-by-case basis.

For more information about the BYU-Idaho Drug Free School policy refer to the Dean of Students Biennial Report of Institutional Compliance with the Drug-Free Schools and Campuses Act.

Substance Abuse Prevention Programs

The university supports participation in programs that advocate the prevention of the inappropriate use of illicit drugs, controlled substances and tobacco or alcohol abuse. Resources are available through the university for those seeking help with drug or alcohol programs. Sources of help include the Counseling Center, Student Honor Office, ecclesiastical leaders, and academic programs.

The BYU-Idaho Counseling Center provides students with confidential assistance with drug and alcohol abuse problems through health information, preliminary evaluation, and counseling or referral for outside clinical assistance. Students may receive more information about and/or enter the university program through the Counseling Center or by calling 208-496-9370.

The university hopes to eliminate all forms of substance abuse and to provide help to those who are currently working to stop such use.

The Employee Assistance Program (EAP), offered through Deseret Mutual Benefit Administrators, provides employees with confidential assistance related to substance abuse, mental health, goal achievement, and more. Staff can seek assistance from EAP by calling 1-844-280-9629 or visiting <https://myeaphelper.mybeaconwellbeing.com/>.

Disciplinary Sanctions for Drug Violations

Employees or students found knowingly in possession of, using, manufacturing, or distributing illegal drugs, alcohol, or tobacco are subject to university disciplinary action and, if applicable, to legal sanctions pursuant to federal, state, or local law. A student or employee who violates this policy or the related prohibitions on alcohol,

tobacco, vaping, and substance abuse in the Honor Code will be subject to applicable disciplinary sanctions up to and including dismissal from the university or termination of employment.

The university will determine the appropriate sanction(s) on a case-by-case basis and may consider all of the circumstances involved, including, but not limited to, the following factors: (1) whether the violation constitutes a first offense; (2) the scope and duration of the individual's alcohol or tobacco use, vaping, or substance abuse; (3) whether the individual has requested assistance to obtain substance abuse treatment; and (4) any other efforts the individual has undertaken to correct the misconduct, such as counseling with an ecclesiastical leader. In applicable cases, discipline may involve referral to local law enforcement for criminal prosecution.

Individuals involved in the inadvertent misuse of prescription drugs are not subject to the sanctions stated in this policy, but rather are encouraged to seek assistance from the university's services.

Health Risks Associated with Drug and Alcohol Use

Substance	Short-term Health Risks	Long-term Health Risks
Alcohol	Impaired judgment, coordination, and reaction times; slurred speech; drowsiness; nausea and vomiting; headaches; blackouts; increased risk of accidents and injuries.	Liver damage; heart disease; stroke; cancer; pancreatitis; brain damage; mental health issues (e.g., depression, anxiety); social problems (e.g., relationship issues, job loss).
Marijuana	Altered senses; changes in mood; impaired body movement; difficulty with thinking and problem-solving; impaired memory.	Respiratory issues; mental health problems (e.g., anxiety, depression, psychosis); potential for addiction.
Opioids (e.g., heroin, prescription painkillers)	Drowsiness; confusion; nausea; constipation; euphoria; slowed breathing leading to death; overdose risk.	Addiction (e.g., tolerance, physical dependence); respiratory depression leading to death; increased risk of infectious diseases (if injected); chronic constipation; liver damage.
Stimulants (e.g., cocaine, amphetamines)	Increased wakefulness; decrease appetite; rapid heart rate; irregular heartbeat; elevated blood pressure; risk of heart	Insomnia; violent behavior; heart disease; respiratory issues; neurological effects (e.g., seizures, headaches); mental

	attack or stroke; paranoia; restlessness.	health problems (e.g., anxiety, paranoia); potential for addiction.
Hallucinogens (e.g., LSD, psilocybin)	Panic attacks and psychosis; flashbacks and persistent perceptual changes; impaired memory and concentration.	Potential for dangerous behavior due to altered perceptions.
Inhalants (e.g. smoking, vaping)	Shortness of breath; coughing; increased heart rate; elevated blood pressure; reduced sense of taste and smell; increased risk of respiratory infections; nausea; vomiting; potential for nicotine poisoning.	Irreversible lung damage, increased risk of respiratory diseases (e.g., asthma, bronchitis, COPD); reduced lung function; lung cancer; heart disease; stroke; potential for addiction; premature aging.

¹ Annual Campus Security Report and Drug Policy Brigham Young University-Idaho, 2020, page 9.

EVALUATION OF CURRENT PROGRAMS

Church Affiliation

Brigham Young University–Idaho’s unique affiliation with The Church of Jesus Christ of Latter-day Saints provides students with ecclesiastical support through local Church leaders who oversee student wards—congregations of approximately 120 to 200 individuals, whether single or married. These 161 bishoprics, composed of three-member presidencies, are volunteers from the surrounding communities who serve by assignment to support and guide students.

Grounded in Church doctrine and university policy, these ecclesiastical leaders work closely with students, offering spiritual counsel and referring those facing challenges with alcohol or substance use to appropriate university resources. They may also connect students with community-based support services when needed.

Importantly, due to the confidential nature of the priest–parishioner relationship, disclosures made to ecclesiastical leaders regarding substance use are not reported to university officials. To further support these leaders, each ecclesiastical unit (stake) is assigned a professional advisor from the university’s Counseling Center, who provides consultation and guidance in addressing issues related to alcohol and drug use among students.

Athletics/Activities

On June 21, 2000, the Chairman of the Board of Trustees of Ricks College, Gordon B. Hinckley, announced that Ricks College would become a four-year institution and that the name would be changed to BYU-Idaho. At the same time, President Hinckley announced that all athletic programs would be phased out and that intercollegiate athletics would be eliminated on the completion of *all* current conference contracts. By the start of the fall semester of 2002, all intercollegiate athletic competitions had ended.

Since the discontinuation of intercollegiate competition, an activities program has been enhanced and expanded to include areas such as outdoor activities, fitness activities, social activities, sports activities, and service activities. A newly created Activities and Involvement Center helps students find and engage in student participation opportunities. Students program each area with the assistance of full-time advisors. This program also manages the Ropes Course.

Peer-to-peer teaching and leadership opportunities build relationships between students, fostering a strong culture that encourages and strengthens commitment to university honor code standards. This culture creates a strong preventative position regarding drug and alcohol use. Also, advisors know the proper resources available and actions necessary if they encounter students at risk in various ways, including those in violation of university standards regarding drug and alcohol use.

University Security

The University Security Department is staffed by university employees and operates under the direction of the Vice President of University Resources. The department includes experienced, well-trained officers—many of whom have extensive backgrounds in law enforcement—as well as a 24/7 dispatch center and part-time student employees. University Security and the Rexburg Police Department collaborate closely, particularly in addressing substance abuse cases.

Counseling Center

One of the Counseling Center's goals is to help students maintain balance by identifying and resolving emotional problems that interfere with spiritual, intellectual, social, or physical well-being.

The counseling staff is professionally qualified to treat alcohol and other drug problems or addictions. Students generally seek counseling on their own but, in some instances, are referred to the Counseling Center by a member of the university community, ecclesiastical leaders, or a peer. They may also seek assistance from a roommate or friend. Student service professionals such as Housing & Student Living administrators, members of the Student Honor Office staff, health care professionals, other university staff, faculty, and administrative employees refer students to the Counseling Center for assistance with these types of problems.

Student Honor Office

The Student Honor Office disciplines students who violate their commitment to the honor code. The office investigates reports of alcohol and substance use to determine if disciplinary action is appropriate.

The Student Honor Office collected the data below and represents only the violations that fit Clery guidelines.

DISCIPLINARY ACTION	2021	2022	2023	2024
Alcohol	31	34	26	27
Other Substance	30	31	19	13
TOTALS	61	65	45	40

Health Center

The Health Center offers comprehensive services to support students' everyday healthcare needs while remaining vigilant for signs of substance abuse. It is staffed by a multidisciplinary team that includes a part-time physician, nurse practitioners, physician assistants, registered nurses, laboratory personnel, an X-ray technologist, and a full-time registered pharmacist. Staff members monitor patient care and prescription activity whenever possible, with all prescriptions recorded electronically to ensure security and accountability. To prevent theft or forgery, prescription pads are kept in the physician's possession at all times. The pharmacy is housed in a secured, alarm-equipped area with reinforced walls and ceilings designed to prevent unauthorized access.

Housing & Student Living Office

The Housing & Student Living Office provides property listings, coordinates mediation services to address student and landlord disputes, and trains landlords, managers, and student leaders. This training emphasizes students creating an environment where they take responsibility for themselves, their roommates, and the culture of their respective apartments.

Approved housing owners enter into a formal agreement with BYU-Idaho to provide housing to its single students. This agreement requires the owner and his/her agents to ensure that specific guidelines are met to preserve student safety and well-being. Additionally, the agreement requires owners and management to support the tenets of the BYU-Idaho Honor Code. Students living in approved housing must abstain from tobacco, alcohol, and substance abuse as outlined in the Honor Code. Students violating these standards may be referred to the Student Honor Office. On-site managers are also required to live by the Honor Code.

Managers suspecting drug use may contact the local police. Incidents involving underage alcohol use are also referred to the police. Violations involving drug and alcohol abuse at an approved housing complex are also referred to the Student Honor Office by housing management.

Human Resources Office

The Human Resources Office assists employees in keeping their commitment to the BYU-Idaho Honor Code, which requires employees to refrain from alcohol and drug use. New employees are trained on these conditions of employment and related policies. Additionally, an annual ecclesiastical clearance is performed for each employee that ensures employees conduct matches the values and standards espoused by The Church of Jesus Christ of Latter-day Saints.

For employees responsible for operating commercial vehicles, BYU-Idaho instituted a Commercial Vehicle Drivers Drug and Alcohol Testing program in November 1997 in compliance with the regulations implementing the Omnibus Transportation Employee Testing Act of 1991. *Wienhoff Drug Testing* from Idaho Falls, Idaho, an independent company, coordinates alcohol and drug testing according to federal regulations. As of this report, all tests have come back negative.

Drug and Alcohol Survey

To help with the evaluation process and to finish a goal from the previous Biennial

Review, students completed a Drug and Alcohol Survey in the winter semester of 2025. The survey is like previous surveys for the Drug and Alcohol Report. The survey only included campus students. 288 students responded to the survey: a rounded amount of 46% male and 54% female. An even mix of classes responded. The rounded numbers: 24% freshman, 21% sophomore, 27% junior, and 28% senior. Also, 27% of the students that responded were married, and the majority of those that responded were between the ages of 20 and 24 (65%). These ages reflect the general on-campus student body.

Most students self-reported that they know the university's rules and regulations regarding drugs (95%), and virtually all students know the associated health risks (99%). On the other hand, most students know little about drug counseling programs available on campus (63%), likely due to non-use.

Most students expressed a willingness to help friends with a problem (88%). Students admitted to little use (5% alcohol, 4% marijuana, and 1% prescription drugs) of illicit drugs or alcohol over the past year. Students report a far greater abuse of drugs and alcohol by others than they do for themselves. The truth is probably somewhere in between. Based on these reports, students observed alcohol, diet pills, and prescription drugs without a prescription most often used. Students reported knowing others using alcohol at 18%, vaping/e-cigarettes at 15%, marijuana at 10%, and prescription drugs at 6%.

Most students would use or refer their bishop (ecclesiastical leader) for intervention (82%) and then the Counseling Center (70%).

The most helpful items seen to promote awareness and prevention of drugs and alcohol by the students were ecclesiastical meetings (68%) and academic courses relating to health, including drug use and alcoholism (57%).

The winter 2023 semester survey results were similar.

GENERAL ASSESSMENT

BYU-Idaho's affiliation with The Church of Jesus Christ of Latter-day Saints strongly influences the campus culture and community standards regarding alcohol and substance use. Students, faculty, staff, and administrators commit to a personal code of conduct, reaffirmed annually through ecclesiastical endorsement, which includes abstaining from alcohol and illicit substances. As a result, formal prevention programs require minimal emphasis. Reinforcement occurs regularly through ecclesiastical guidance and institutional efforts such as orientation programs, devotional addresses, and academic instruction. Topics related to substance use are directly addressed in courses across disciplines, including sociology, biology, health, science, and religion.

Given the Church's teachings, university policy, and the personal commitments of the campus community, substance use is expected to be virtually nonexistent. However, even isolated incidents must be taken seriously to uphold institutional integrity. We must consistently reflect on the values we profess.

Students involved in alcohol or substance use may be referred to the Student Honor Office

for individual assessment. Repeated violations may lead to disciplinary action following a thorough review by Honor Office administrators. The Counseling Center also provides support for students dealing with substance-related issues. Two factors may contribute to a slight increase in reports: the university's continued growth and the implementation of the Student Living program in 2009. This initiative promotes love, shared responsibility, and mutual respect, encouraging students to support one another and report concerns to the appropriate campus offices.

RECOMMENDATIONS

The Biennial Drug-Free Schools and Campuses Committee makes recommendations for follow-up action by various groups or individuals at the university. Some items are ongoing and will not be removed, while some are short-term and will be removed upon completion.

Recommendations from 2023-2024

RECOMMENDATION:

Honor code outreach efforts will include drug and alcohol prevention principles during honor campaigns.

RECOMMENDATION:

Maintain the Student Catalog to show any office name changes and corrected phone numbers with an emphasis on any critical areas.

RECOMMENDATION:

Redevelop the drug and alcohol survey to be completed by institutional research at the end of 2025.

CERTIFICATION OF THE REVIEW PROCESS

The Drug-Free Schools and Campuses Committee met on September 16, 2025, to assess the strengths and weaknesses of the current university programs and to ensure compliance with the Drug-Free Schools and Communities Act and Amendment, 1989/Drug-Free Workplace Act, 1988. The review of policy documents noted the following:

- I. The institution appears to be in overall compliance with the regulations. On November 12, 2024 we formalized our Drug-free School which is directed toward the prevention of illicit drugs and the misuse of alcohol and drugs.
2. The university has available the Drug-free School policy to all employees and students via our Policy Library and an email is sent out in the Fall of each year referencing this policy.
3. The university has resources available for those seeking help with drug or alcohol problems. The primary sources of help are the Counseling Center, the Student Honor Office, ecclesiastical leaders, and academic programs. This united effort leads to a deep commitment to promoting a drug-free environment within the university community.
4. The biennial review of university drug prevention programs and policy is conducted after each biennial period. (This report covers January 2023 through December 2024). The review is designed to ensure current policy and program effectiveness and to recommend

measures.

5. The review process is designed to ensure disciplinary actions match university policy to utilize sanctions. The Student Honor Office exemplifies these efforts.
6. University departments track the number of drug and alcohol-related offenses on campus. In order to comply with FERPA, statistics are gathered without disclosing the names of those involved.

This report reflects an accurate review of the policies, programs, and review process in effect at BYU-Idaho for the review period January 2023 through December 2024.



Nolan J. Bybee, Chief Compliance Officer

9/16/2025

Date

Compliance Checklist

PART 86, Drug-Free Schools and Campuses Regulations Compliance Checklist²

1. Does the institution maintain a copy of its drug prevention program?
☒ Yes ☐ No
If yes, where is it located?
Office of Compliance, 290 Kimball Building
2. Does the institution annually provide *each employee and each enrolled student with* written materials that adequately describe and contain the following?
 - a) Standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as a part of its activities.
Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No
 - b) A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No
 - c) A description of the applicable legal sanctions under local, state, or federal law
Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No
 - d) A description of applicable counseling, treatment or rehabilitation, or re-entry programs
Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No
 - e) A clear statement of the disciplinary sanctions the institution will impose on students and employees and a description of those sanctions.
Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No

We expend much effort ensuring each student and employee has access to a copy of this report. The report is emailed to every on-campus matriculated student and employee annually. In addition, the report is posted on the BYU-Idaho website at <https://www.byui.edu/office-of-compliance/compliance-areas/controlled-substances>.

3. Are the above materials distributed to students in the following ways?
 - a) Mailed to each student (separately or included in another mailing)
☐ Yes ☒ No

² Note: The above Drug-Free Schools and Campuses Regulations Compliance Checklist was taken from *Complying with the Drug-Free Schools and Campuses Regulations [34CFR Part 86]*, a publication of the Higher Education Center for Alcohol and Other Drug Prevention, funded by the U.S. Department of Education.

- b) Through campus post office boxes
☐ Yes ☒ No
- c) Class schedules which are mailed to each student.
☐ Yes ☒ No
- d) During freshman orientation
☐ Yes ☒ No
- e) During new student orientation
☐ Yes ☒ No
- f) BYU-Idaho distributes the materials to all students via email annually. Email is the official communication strategy of the university. Students may request a copy of the current report via e-mail or in person by contacting the Office of Compliance.
4. Do the means of distribution provide adequate assurance that each student receives the materials annually?
☒ Yes ☐ No
5. Are the above materials distributed to staff and faculty in one of the following ways?
- a) Mailed
 Staff: ☐ Yes ☒ No Faculty: ☐ Yes ☒ No
- b) Through campus post office boxes
 Staff: ☐ Yes ☒ No Faculty: ☐ Yes ☒ No
- c) During new employee orientation
 Staff: ☐ Yes ☒ No Faculty: ☐ Yes ☒ No
- d) In another manner: Faculty and staff receive the material via e-mail. Those who receive it via e-mail may request a printed copy by contacting the Dean of Students office.
6. Does the means of distribution provide adequate assurance that each staff and faculty member receives the materials annually?
 Staff: ☒ Yes ☐ No Faculty: ☒ Yes ☐ No
7. Does the institution's distribution plan make provisions for providing these materials to staff and faculty hired after the initial distribution?
 Staff: ☒ Yes ☐ No Faculty: ☒ Yes ☐ No

8. In what ways does the institution conduct biennial reviews of its drug prevention program to determine effectiveness, implement necessary changes, and ensure that disciplinary sanctions are enforced?

a) Conduct student alcohol and drug use survey.

☒ Yes ☐ No

b) Conduct opinion survey of its students, staff, and faculty.

Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No

c) Evaluate comments obtained from a suggestion box.

Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No

d) Conduct focus groups.

Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No

e) Conduct intercept interviews.

Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No

f) Assess the effectiveness of documented mandatory drug treatment referrals for students and employees.

Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No

g) Assess the effectiveness of documented cases of disciplinary sanctions imposed on students and employees.

Students: ☒ Yes ☐ No Staff and Faculty: ☒ Yes ☐ No

h) Other (*please list*): The Student Honor Office staff reviews each drug and alcohol case at all steps of the discipline process to ensure continuity of action and to provide a broad base of input in the decision-making process.

9. Who is responsible for conducting these biennial reviews? BYU-Idaho has established an ongoing committee that is responsible for the biennial review. During the 2023-2024 review period, the committee assignments were as follows:

Nolan Bybee, Chair and Chief Compliance Officer

Nick Rammell, Dean of Students

Reed Stoddard, Director of Counseling Center

Rick Henry, Director of Security

Beth Baldwin, Director of Human Resources

Shaun Orr, Director of the Student Health Center

Casey Puzey, Student Honor Office Director

Jacob Ballard, BYU-Idaho Student

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Troy Dougherty, Sports & Fitness Activities Director

Layne Kinghorn, Associate Dean of Students

Ken Jackson, Director of Financial Aid & Scholarships
Spencer Johnson, Risk Management
Dylan Moses, Institutional Research
Joshua Figueira, General Counsel
Casey Puzey, Honor Office

10. If requested, has the institution made available, to the Secretary and the public, a copy of each requested item in the drug prevention program and the results of the biennial review?

☒ Yes ☐ No

11. Where is the biennial review documentation located?

Name: Nolan J. Bybee
Title: Chief Compliance Office
Department: Compliance Office, located at Kimball 290
Phone: (208) 496-9205 E-mail: bybeeno@byui.edu

12. Comments

The university does not support the use of any alcohol or drug use considering the personal commitment each student and employee make as a condition of their student status or employment. Significant energy is expended in quiet ways to reinforce the policies in place through new student orientation, devotionals, activities, group efforts, and ecclesiastical leaders.

Note: the above Drug-Free Schools and Campuses Regulations Compliance checklist was taken from *Complying with the Drug-Free Schools and Campuses Regulations* [34CFR Part 86], a publication of the Higher Education Center for Alcohol and Other Drug Prevention, funded by the U.S. Department of Education.