

Drug & Alcohol Abuse Prevention Programs (DAAPP) Report

2022 Biennial Report

Review Date: Spring 2022



THE UNIVERSITY *of* NORTH TEXAS
HEALTH SCIENCE CENTER *at* FORT WORTH

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Introduction

The University of North Texas Health Science Center at Fort Worth (HSC) is dedicated to developing and creating a community that is free from illegal use of alcoholic beverages and drugs. The success and development of all students is a priority at the HSC. We are dedicated to creating an environment that is safe and stimulating to the growth potential of every student.

University Purpose

Transform lives in order to improve the lives of others.

University Vision

One university, built on values, defining and producing the providers of the future.
(*Providers of research, teaching and health care delivery and public health discovery, working in interprofessional teams drawn from all disciplines.)

University Mission

Create solutions for a healthier community.

University Values

Serve Others First

Integrity

Respect

Collaboration

Be Visionary

University of North Texas Health Science Center at Fort Worth & the Drug-Free Schools and Communities Act

To create an environment that is free from illegal use of alcohol and drugs, the HSC takes various proactive steps. University regulations prohibit any unlawful possession, use, distribution, or sale of alcohol and other drugs by students, faculty, staff, or visitors to the university, on university-owned property and at all university sponsored activities. HSC students are also prohibited from the illegal use of drugs or alcohol whether on or off campus. The legal age for the consumption of alcohol is 21 years of age. Any underage student consuming alcohol is violating standards for student conduct. Additionally, excessive alcohol use can lead to additional violations, such as driving while intoxicated or public intoxication.

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-

Free Schools and Communities Act (DFSCA) of 1989 requires institutions of higher education to certify it has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its premises and as a part of any of its activities. At a minimum, each institution of higher education must annually distribute the following to all students and employees:

- A written statement about its standards of conduct that prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A written description of the legal sanctions imposed under university, local, state, and federal laws for the unlawful possession or distribution of illicit drugs and alcohol;
- A written description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- A written description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A statement that the institution of higher education will impose disciplinary sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of standards of conduct.
- The law further requires that institutions conduct a biennial review of its program with the following objectives:
 - Assess the effectiveness of the drug and alcohol abuse prevention programs;
 - Evaluate the consistency of sanctions imposed for violations of its disciplinary standards and codes of conduct related to drugs and alcohol;
 - Identify areas requiring improvement or modification; and
 - Produce a report of biennial review findings.

HSC Smoke-Free Campus Policy

HSC became a tobacco-free campus in 2012. In the interest of promoting the comfort, health, well-being and safety of students, faculty, staff and campus visitors, the HSC prohibits the use of tobacco products anywhere on university property.

Tobacco-free includes:

- Tobacco means the use of all forms of tobacco products, including but not limited to cigarettes, cigars, pipes, water pipes (hookah), bidis, kreteks, electronic cigarettes, smokeless tobacco, snuff, and chewing tobacco.
- The use of tobacco products is prohibited on HSC property (indoors and outdoors) and within fifty (50) feet of University property.

Procedures for Distributing Written DAAPP Information

All members of the HSC community are encouraged to review the information in this report. On an annual basis, the HSC Division of Student and Academic Affairs distributes written information about the DAAPP and the actual DAAPP report to all students, faculty and staff. The DAAPP report is also distributed to all students who enroll at a date after the initial distribution, and to employees who are hired at different times throughout the year during New Employee Orientation. Students, faculty and staff may request information about the DAAPP review by contacting the Division of Student and Academic Affairs in Student Service Center, Suite 220 or at (817) 735-2505.

The HSC has the following policies available related to drug and alcohol abuse:

[Pre-Employment Screening \(5.102\) \(includes Pre-Hire Drug Screening\)](#)

[Drug Free Workplace \(5.508\)](#)

[Drug and Alcohol Testing \(5.509\)](#)

[Drug and Alcohol Test for Drivers \(05.515\)](#)

[Student Code of Conduct & Civility \(7.105\)](#)

[Substance Abuse Policy \(7.110\)](#)

[Use of Controlled Substances in Research \(8.108\)](#)

Responsible Offices & Officials

The HSC's DAAPP Biennial Report is coordinated through the Division of Student and Academic Affairs' Office of Student and Academic Success. This is a collaborative effort between the Division of Student and Academic Affairs, HSC Police Department, Campus Human Resources, the Office of Care and Civility, the Office of Student Development, Student Conduct, and the Office of Institutional Compliance and Integrity.

Responsible officials are as follows:

- Trisha Van Duser, Ed. D., Senior Vice Provost for Student and Academic Affairs, is responsible for all operations within the Division of Student and Academic Affairs.
- Emily Mire, Ph. D., Executive Director for Student and Academic Success and Compliance Champion for the Division of Student and Academic Affairs
- Andrew Arvay, Director, Office of Care and Civility, is the chair of the DAAPP committee and responsible for the development of the DAAPP Biennial Report.

Procedures for Assessing DAAPP

HSC restructured the DAAPP committee in November 2017 to more fully assess the effectiveness of our institution's drug and alcohol abuse prevention programs. An additional restructure occurred in June 2019 to create a strategic focus on program development and collaboration. The DAAPP Compliance Committee meets monthly and the DAAPP Programming Committee meets twice per semester and is charged with the following objectives:

- Review drug and alcohol data from the Student Assistance Program, Care Team referrals, and student conduct to determine the perceived effectiveness of current alcohol and drug abuse prevention programs;
- Review drug and alcohol data from the Student Assistance Program, Care Team referrals, and student conduct to determine future alcohol and drug abuse prevention programs and identify areas requiring improvement and modification;
- Review student conduct disciplinary actions related to drug and alcohol violations to ensure consistent treatment in enforcement of disciplinary actions;
- Develop, implement, and evaluate DAAPP programming for the HSC campus community;
- Produce a report of biennial review findings; and
- On completion of the biennial DAAPP Report, the DAAPP committee will submit the report to the HSC President's Office and the Office of Compliance & Integrity for approval before distribution.

The DAAPP Compliance Committee is comprised of the following members:

- Andrew Arvay, Director, Office of Care and Civility, Chair
- Cliff Jaynes, Chief, HSC Police Department
- Renetta Nail, Employee Relations Manager, HSC Human Resources

- Emily Mire, Ph. D., Executive Director, Student and Academic Success
- JC Killingsworth, Sergeant, HSC Police Department
- Desiree Ramirez, Senior Vice President & Chief Integrity Officer, Office of Institutional Integrity and Awareness

The DAAPP Programming Committee is comprised of the following members:

- Andrew Arvay, Director, Office of Care and Civility, Chair
- Alex Fernandez, Senior Student Affairs Coordinator, Office of Care and Civility
- Stacey Griner, Ph. D., Assistant Professor, School of Public Health
- Ashlee Jimenez, Assistant Director, Office of Student Development
- Jeremy Joseph, Assistant Director, Office of Care and Civility
- Alexandria Cooper, Senior Student Affairs Coordinator, Office of Care and Civility
- JC Killingsworth, Police Communications Sergeant, HSC Police Department
- Lori Saunders, Director, Office of Student Development

Research Methods & Tools

Due to the small number of incidents reported year-to-year, the DAAPP Committee utilizes an empirical research design. The empirical design utilizes observations from the review of the individual reported incidents. The committee reviews the prior three years of incidents and compares the reported incidents with the student survey data (self-reported data) related to drug and alcohol use. Both quantitative and qualitative data are reviewed by the committee. The purpose of this examination is to develop themes or trends (trend analysis). Once a theme or trend is identified, the committee makes recommendations for future programs and interventions.

Outcome: The research goal of the DAAPP committee is to collect, review, and interpret the relevant data to promote an effective DAAPP Biennial Report.

Standards of Conduct

HSC students and employees are expected to comply with state and federal laws and university policies relating to the use of drugs and alcohol. Use of illegal drugs, and the illegal use of alcoholic beverages, is identified as “conduct which adversely affects the Health Science Center community.” Through the Student Code of Conduct and Civility (7.105), the University prohibits the illegal use, possession, sale, manufacture, distribution or effective control of chemical precursors, controlled substances, controlled substance analogues, dangerous or illegal drugs; misuse, possession or effective control with intent to misuse a legal drug or other substance which when not used in accordance with legal intent could cause harm to the user; possession of drug paraphernalia; or being a party to any of the above, whether on or off campus. Substances prohibited under this policy shall include,

but are not limited to marijuana, hashish, amphetamines, barbiturates, cocaine, heroin, lysergic acid (LSD), methaqualone, morphine, pentazocine, peyote, phencyclidine, and anabolic steroids. The university also prohibits the use of, possession or distribution of alcoholic beverages, except as expressly permitted by law and HSC policy, or public intoxication.

Students: Except for good cause shown, the student found in violation of this shall receive a minimum disciplinary action of suspension for one long semester; in addition to the remainder of the semester in which the violation was discovered. Disciplinary actions that may be assigned for conduct related to the unlawful use, possession, or distribution of drugs or alcohol are: probation, payment for damage to or misappropriation of property, loss of rights or privileges, suspension for a specified period of time, expulsion, or such other penalty as may be deemed appropriate under the circumstances. Students are advised that cumulative offenses will be cause for more serious consequences, including but not limited to suspension or expulsion.

Employees: The unlawful manufacturing, distribution, dispensing, possession or use of a controlled substance and the abuse of alcohol in the workplace is expressly prohibited. Penalties for violations of HSC policies range from mandatory participation in a drug abuse assistance or rehabilitation program to dismissal.

Individual students, employees, and organizations violating university policies or engaging in conduct that is prohibited by state, federal, or local law are subject to discipline under the provisions of policies stated in the HSC Student Code of Conduct & Civility and other HSC policies, as applicable. In addition, university officials may refer any evidence of illegal activities to the proper local, state, or federal authorities for review and potential prosecution.

Students found in violation of alcohol and drug policies will be assigned disciplinary actions as described in the “Disciplinary Sanctions” portion of this report. Additional or more severe sanctions may be assigned based upon the specific facts of the case. For additional information, see the university’s policies on a Drug-Free Workplace (5.508); Substance Abuse Policy (7.110); Drug and Alcohol Testing (5.509); Drug and Alcohol Tests for Drivers (5.515); Pre-Hire Drug and Alcohol Screening (5.520); and Substance Abuse Policy (7.110) at: <https://app.unthsc.edu/policies>.

Drug Free Workplace (Recipients Other Than Individuals)

As required by the Drug-Free Workplace Act of 1988, and implemented at 28 CFR Part 83, Subpart B, for recipients, as defined at 34 CFR Part 83, Sections 83.200, and 83.660, the institution certifies that it will or will continue to provide a drug-free workplace by:

- A. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violation of such prohibition;
- B. Establishing an on-going drug-free awareness program to inform employees

about:

- a. The dangers of drug abuse in the workplace;
 - b. The institution's policy of maintaining a drug-free workplace;
 - c. Any available drug counseling, rehabilitation, and employee assistance programs and the penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.
- C. Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);
- D. Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the grant, the employee will:
- a. Abide by the terms of the statement, and
 - b. Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than 5 calendar days after such conviction;
- E. Notifying the agency, in writing, within 10 calendar days after receiving notice under this subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to: Director, Grants and Contracts Service, U.S. Department of Education, 400 Maryland Avenue, S. W. (Room 3124, GSA Regional Office Building No. 3), Washington, D.C. 20202-5140. Notice shall include the identification number(s) of each affected grant;
- F. Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted:
- a. Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1972, as amended; or
 - b. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency;
- G. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e), and (f).

Drug Free Workplace (Grantees Who Are Individuals)

As required by the Drug-Free Workplace Act of 1988, and implemented at 28 CFR Part 83, Subpart C, for individuals, as defined at 28 CFR Part 83, Sections 83.300, and 83.655:

1. As a condition of the grant, the Institution certifies that it will not engage in the unlawful manufacture, distribution, possession, or use of a controlled substance in conducting any activity with the grant; and
2. If any officer or owner of the Institution is convicted of a criminal drug offense resulting from a violation occurring during the conduct of any grant activity, the Institution will report the conviction, in writing, within 10 calendar days of the conviction to: Director, Grants and Service, U.S. Department of

Education, 400 Maryland Avenue, S.W. (Room 3124, GSA Regional Office Building No. 3), Washington, D.C. 20202-5140. Notice shall include the identification number(s) of each affected grant.

Drug and Alcohol Abuse Prevention

The University of North Texas Health Science Center at Fort Worth firmly believes in providing a drug and alcohol abuse prevention program that embodies the requirements of the Drug-Free School and Communities Act. As required by the Drug-Free School and Communities Act Amendments of 1989, which added section 1213 to the Higher Education Act, and implemented at 34 CFR Part 86, the undersigned Institution certifies that it has adopted and implemented a drug prevention program for its students and employees that, at a minimum, includes:

1. The annual distribution in writing to each employee, and to each student who is taking one or more classes for any kind of academic credit except for continuing education units, regardless of the length of the student's program of study, of:
 - a. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities.
 - b. A description of the applicable legal sanctions under local, state or federal law for the unlawful possession or distribution of illicit drugs and alcohol.
 - c. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
 - d. A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with local, state and federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violation of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.
 - e. A description of any drug or alcohol counseling, treatment, or re-entry programs that are available to employees or students.
2. A biennial review by the Institution of its program to:
 - a. Determine its effectiveness and implement changes to the program if they are needed.
 - b. Ensure that its disciplinary sanctions are consistently enforced.

Drug and Alcohol Abuse Prevention Programs & Services

A. Office of Student Development

The Office of Student Development staff provides students with the resources, services, and advising to operate student organizations and governments. This office coordinates programs and activities that promote the intellectual, professional, moral, social, physical, and emotional development of all students.

Programs include:

Event Consultation – Event consultation assists students in the proactive identification of potential and perceived risks involved in the student organization/government’s proposed activities and events. Strategies for minimizing risks are discussed and reviewed. Consultations for on-campus events with alcohol were made mandatory for Registered Student Organizations in 2020 and 2021.

Student Organization/Government Training – Each student organization/government is required to have representatives attend a yearly training that discusses all University rules and regulations relating to student organizations/governments, as well as services and resources for their benefit. Training in 2020 and 2021 was offered in a virtual format with continued access to information and resources through a Canvas course. 100% of elected officers completed the mandatory training in order to remain active. Virtual drop-in training was also made available to students that needed additional assistance with the course material.

Student Organization Risk Management Training - As required by state law, advanced risk management training is required annually for specified officers of student organizations and governments that are perceived as participating in high risk activities. In addition, the training is required once per year for the specified organizations’ advisors. Topics include alcohol violations and disciplinary actions found in the Student Code of Conduct & Civility. Training in 2020 and 2021 was offered in a virtual format with continued access to information and resources through a Canvas course. 100% of elected officers completed the mandatory training in order to remain active. Virtual drop-in training was also made available to students that needed additional assistance with the course material.

Safe Ride Program – Student organization events at off-campus venues that serve alcohol are encouraged to serve food and must communicate transportation options to all attendees (i.e. Uber, Lyft, taxi services) before, during, and after the event. Safe Ride signage is provided to student organizations to use at their events.

B. Division of Student and Academic Affairs

The Division of Student and Academic Affairs (DSAA) fosters student success by creating solutions for a healthier community. The office provides the leadership and oversight for all the staff and offices within the Division of Student and Academic Affairs. Additionally, staff encourages student participation in and contribution to all HSC programs. With direction from the Senior Vice Provost for Student and Academic Affairs, DSAA interprets institutional regulations on academic and nonacademic matters as related to students and acts as a student advocate when appropriate. The Office of Care and Civility, housed within DSAA, establishes and coordinates the system of student conduct and civility.

Programs include:

New Student Orientation – The Senior Vice Provost for Student and Academic

Affairs, or designee, presents at every new student orientation to discuss the Student Code of Conduct and Civility, including the unlawful possession, use or distribution of illicit drugs and alcohol. Also discussed are the resources available to students on and off campus.

Student Assistance Program (SAP) - Professional counseling for students and same household family members is available through the SAP. The SAP provides support for anxiety, stress, depression, anger management, drug or alcohol abuse, abusive relationships, home/life/school/work balance, and housing/financial/legal assistance. The SAP is a twenty-four hour/seven days a week phone and on-line service available to students and their eligible family members. Students receive unlimited free confidential counseling sessions while students at the HSC.

The table below shows the frequency of utilization of the SAP for alcohol and drug related issues by calendar year.

	# of students utilizing SAP	# of students utilizing SAP for alcohol/drugs issues
2017	215	0
2018	219	1
2019	242	1
2020	234	0
2021	331	2

Drug Screening – Any student with a positive drug screen (for illegal substances or legal controlled substances not supported by appropriate documentation) may be suspended for a minimum of one calendar year or dismissed from the institution. Students enrolled in a clinical component of their educational program must receive a negative drug screen to participate in a clinical setting. HSC encourages students with a history of substance use or substance use disorders to seek assistance voluntarily and assume responsibility for their personal and professional conduct. Drug testing and criminal background screenings are conducted by vendors designated by HSC. Students may be required to have additional drug screenings at the discretion of HSC.

C. Office of Financial Aid

The Office of Financial Aid offers scholarship, grant, and loan programs to assist students in meeting the costs of financing their education.

The Free Application for Federal Student Aid (FAFSA) includes a question that reads: “Have you been convicted for the possession or sale of illegal drugs for an offense that occurred while you were receiving federal student aid (such as grants, loans, or work-study)?” The student self-certifies their answer to this question. The Office of Financial Aid is notified if a student admits to a conviction by the federal processor. The Office of Financial Aid must then determine if the conviction affects the student’s eligibility. No financial aid can be processed until the office receives confirmation from the U.S. Department of Education that the student is eligible for

financial aid. The U.S. Department of Education requires any student convicted to complete a qualified drug rehabilitation program, which must include two unannounced drug tests.

FAFSA Management of Drug Abuse Prevention Program Requirements Relative to Federal Student Aid – Students complete the FAFSA and self- certify if they have been convicted for the possession or sale of illegal drugs for an offense that occurred while they were receiving federal student aid.

- If a student self-certifies with a “no” response, then the student is eligible for aid.
- If a student self-certifies with a “yes” response, the Institutional Student Information Record has a comment code to indicate students that said “yes”. This causes a checklist to populate for the student.
- Students are instructed to go back to the FAFSA to complete the Student Aid Eligibility Worksheet. Once the student has completed the worksheet, the student will be able to determine their eligibility date. Based on the results of the worksheet, a student can make required changes to the question on their FAFSA and take additional steps to notify their school, if required.

There are no requirements for institutional grants or scholarships in reference to drug offenses.

D. HSC Police Department

The HSC Police Department takes a proactive approach with enforcing alcohol and drug violations on campus and other HSC properties. The PD also collaborates with the Division of Student and Academic Affairs to help educate the HSC community about alcohol and drug abuse, self-defense, self-awareness, and making safe decisions.

Serving alcoholic beverages on campus is also prohibited, except when approved by the administration. All reported infractions of the HSC's drug and alcohol policies, including underage possession and/or consumption of alcoholic beverages, will be investigated and violators will be subject to disciplinary action and/or punishment as directed by state and federal law.

E. HSC Human Resources

HSC Human Resources is committed to creating a healthy and safe work environment that will attract, develop, and retain an engaged workforce, while maximizing the potential of individual employees. The unlawful use, possession or distribution of drugs or alcohol negatively impacts the work environment and will result in appropriate disciplinary action such as demotion, suspension without pay, or termination. Part of the educational program at HSC involves distribution and discussion of policies, the provision of an Employee Assistance Program, and expectations to follow the HSC Code of Culture.

Programs include:

Drug and Alcohol-Free Workplace and Learning Policy – Distribution of the Drug and Alcohol-Free Workplace and Learning Environment Policy to new hires and annually thereafter to all HSC employees. The University of North Texas Health Science Center at Fort Worth policy addresses the unlawful possession, use, or distribution of alcohol and illicit drugs. The policy also describes the campus drug and alcohol prevention program that includes drug and alcohol testing upon hire, as a part of a requirement of a job or when reasonable suspicion of abuse exists, and sanctions for policy violations that may include required drug or alcohol abuse treatment and/or counseling.

Employee Assistance Program (EAP) – The EAP is designed to aid employees in managing daily responsibilities, life events, work stresses or issues affecting quality of life. Confidential services are provided at no cost to employees and their benefits eligible dependents including assessments, referrals and short- term problem resolution, by calling a toll-free number that is available 24 hours a day, 7 days a week (1-855-784-1806).

In addition to the toll-free number, the EAP has established an online database housing over tip sheets, resources, interactive tools, prevention guides and self-assessments geared towards assisting employees with various work and personal issues, with substance abuse and treatments as one of the main areas of focus.

Code of Culture – The Code of Culture embodies our institution’s culture and values and the rules and policies intended to reflect the spirit of our values. Everyone is accountable for creating a safe, secure and healthy work environment by following the Code of Culture. The Code of Culture serves as guidance on how we apply good judgment and integrity in adherence to our policies and the decisions we make every day, whether we are on campus or out in our community. By working in the spirit of our values at all times, we earn trust among one another and among everyone who relies upon us, including our leaders, our faculty, our team members, and our patients, as well our community. All of us at HSC are accountable for living Our Values in Action. We are accountable for our own actions and behavior and how we work together as a team to live by our values, on campus and throughout our community. This includes our leaders, as well as our employees (which include all faculty and staff) and students. We also expect that everyone with whom we enter relationships during the course of our work for HSC, including all vendors, alumni and business partners, will act in accordance with our values.

A violation of Our Values in Action has consequences, up to and including termination or removal from HSC.

F. Office of Care and Civility

The Office of Care and Civility is dedicated to promoting health, safety, and wellbeing on the HSC campus through various programming and campus activities.

Programs include:

Care Team – Serves as a comprehensive and collaborative resource for the HSC campus community by providing non-clinical case management and connection to resources. The Care Team serves in both a prevention and intervention capacity and can provide referrals to community agencies and resources.

The table below shows the number of alcohol and drug related referrals to the Care Team by calendar year.

	# of referrals
2017	4
2018	1
2019	4
2020	2
2021	3

Targeted substance abuse educational programming and outreach include an anti-drinking and driving campaign and alternative activities that promote health and wellness. Providing targeted education programming to all students and using expert guest speakers has been shown to be an efficacious strategy for educating students about alcohol and drug abuse. During the reporting period, the following programs were offered. Because of distance-based learning on account of the COVID-19 pandemic, many of the programming strategies had to adapt to a virtual environment to best meet the needs of students.

2020:

National Drug and Alcohol Facts Week (3/30/20-4/3/20)

- Recovery Resources Flyer – A flyer outlining campus and community recovery resources was distributed virtually.
- Drug Use Trends Among College-Age Adults Infographic – An infographic designed by the NIH, highlighting the drug and alcohol use trends among college-aged adults was distributed virtually.
- National Drug and Alcohol IQ Challenge - Students were challenged to test their knowledge base on drugs and alcohol. The link for the quiz was distributed virtually.
- How Drugs Impact Your Brain YouTube Playlist - A link for a YouTube playlist from the NIH was distributed virtually. This playlist consisted of several brief videos explaining how different illicit drugs affect the brain.
- Wheel of Self-Care - The Self-Care Wheel is a representation of the many aspects of self-care, which are psychological, emotional, spiritual, personal, professional and physical self.

International Overdose Awareness Day (8/31/20)

- Four Steps Can Save a Life Infographic - Step by step instructions on how to

- put a person that has overdosed into the recovery position
- International Overdose Awareness Day Resource Flyer - Overdose statistics and campus and community resources for addiction, recovery, and overdose

National Recovery Month (9/3/20-9/30/20)

- SAMHSA National Recovery Month Webinar Series - Webinar series that covered recovery topics, such as effectiveness of medication-assisted treatment, the role employment can play in recovery, how communities can provide recovery support, and Certified Behavioral Health Clinic models advertised to community.
- National Recovery Month Resource Flyer - Flyer outlining campus and community recovery resources distributed.
- MY SSP (Student Assistance Program) Infographic Promotion - Flyer detailing information about the Morneau Shepell (now Lifeworks) Student Support Program (MySSP) distributed

Red Ribbon Week (10/26/21-10/30/21) – Resource flyer with campus, community and national recovery resources distributed throughout campus.

National Impaired Driving Month (12/1/20-12/30/20)

- NIDM Infographic - Stats and facts regarding national impaired driving month distributed.
- Recovery Resources Flyer - Flyer outlining campus and community recovery resources distributed.
- My SSP Infographic Promotion - Flyer promoting My SSP and how to utilize the resource distributed.
- Ride Sharing Flyer - Flyer promoting ride share options to promote safe travel distributed.
- HSC PD Prescription Drug Drop Off Flyer - Flyer detailing where to dispose of unused or expired prescriptions distributed.

2021:

National Drug and Alcohol Fact Week (3/22/21-3/26/21)

- National Drug and Alcohol Fact Flyer - Flyer showcasing facts about drugs and alcohol distributed.
- Community Recovery Resources – Flyer detailing community resources for individuals in recovery distributed.

Sexual Assault Awareness Month (4/15/21-4/22/21) – Alcohol, Consent, and Sexual Assault Infographic distributed.

International Overdose Awareness Day (8/26/21-8/31/21)

- Recovery Resource Flyer – Flyer outlining campus and community recovery resources distributed.
- Recovery Position Flyer – Flyer outlining campus and community recovery resources and how to respond to an overdose.

National Recovery Month (9/1/21 – 9/30/21)

- Recovery Resource Flyer 1 – Flyer outlining campus and community recovery resources distributed.
- September Newsletter – A newsletter providing health information, resources, and strategies to help manage stress distributed.
- Stress Management Workshop with CAP – Center for Academic Performance presented on positive stress coping and strategies to attenuate stress.
- Recovery Resource Flyer 2 – Flyer outlining campus and community recovery and mental health resources distributed.
- Helping a Loved One with Substance Abuse Disorder Infographic – Infographic highlighting how you can help a family member or friend get the help they need distributed.
- Recovery Month Tabling – Table display with educational materials and campus and community resources related to substance abuse and recovery erected.

Red Ribbon Week (10/25/21 – 10/29/21)

- HSC Drug Drop Box Program Marketing – Campus prescription drug drop off-site advertised to community.
- National Recovery Resources Flyer – Flyer highlighting national recovery resources distributed.
- Podcasts on Drug Prevention – Podcasts with interviews with individuals at the federal, national, state, and local levels based on drug misuse prevention among college students distributed.
- Red Ribbon Week Video PSA Contest Promotion – PSA contest for colleges and universities to promote the importance of preventing alcohol and drug misuse among college students promoted.
- Drug Awareness Marketing – Red Ribbon Week marketing materials distributed.

Ride Share Marketing (11/24/21) – Ride share information distributed for faculty, staff, and students as rates of impaired driving are reported to be high during Thanksgiving holiday and ridesharing can be a safe and effective transportation strategy.

National Impaired Driving Month (12/1/21 – 12/24/21)

- Recovery Resources flyer – Flyer detailing campus and community resources for individuals in recovery distributed several times on non-consecutive days throughout the month.
- National Impaired Driving Month Tabling – Table display with educational materials and campus and community resources related to substance abuse and recovery erected.
- Ride Share Marketing – Ride share and safe party tips informational flyer for students, staff, and faculty sent out several times on non-consecutive days throughout the month.
- Safe Partying Tips – Information about safety regarding alcohol use and state laws distributed.

G. Student Health

The Student Health Clinic offers access to all HSC students. To provide the best care possible and prevent abuse of prescription stimulant medication for students, the following protocol is implemented:

Students seeking continuation of care

- Obtain medical records documenting pre-existing diagnoses, some formal evaluation and/or psychometric testing. Ensure that some reasonably robust, legitimate evaluation has been done
- Check electronic medical records system and document that there is a history consistent with patient's report
- If history seems reasonable, have patient complete controlled medication contract and continue care
- If they do not have all the necessary records but patient's reported history is consistent with electronic medical records system, consider prescribing medication for a duration not to exceed three (3) months, with continuity of care pending arrival and review of the records or until an evaluation can happen in the clinic

Students with no prior diagnosis of ADHD/ADD but with concern that they may have it and/or seeking treatment

- The Student Health Clinic will seek documentation of medical history and rule out and/or treat other causes of concentration problem (e.g. insufficient sleep, depression/anxiety, bipolar disease, etc.). The clinic will order basic labs, if warranted, to rule out other causes of symptoms.
- Physicians consider initiating treatment with atomoxetine, which has an indication for ADHD but is not a schedule II medication. According to the Cleveland Clinic, "Unlike stimulant drugs, Strattera [atomoxetine] is not a controlled substance. Therefore, people are less likely to abuse or become dependent on it."
- If a controlled stimulant medication is going to be considered, some form of formal evaluation and/or psychometric testing must be done and documented. Physicians will provide referral to local psychologist to complete a comprehensive assessment or will conduct a formal evaluation with the patient directly. Physicians will follow up with the student pending results and initiate controlled substance prescription if formally diagnosed with ADD/ADHD.

Ongoing stimulant medication management

- Visits are required once every three (3) months if stable on medication or more frequently if dose adjustments are needed.
- Student Health Clinic will ensure current copy of controlled substances agreement on file, reviewed with students, and signed by student and prescribing physician. The controlled medication treatment contract is signed at the time of a 1st visit and annually thereafter.

- Annual random urine drug screens are employed to check for diversion of medications.
- The electronic medical record system is checked to ensure no suspicious activity.

Alcohol, drug, and tobacco use and abuse screenings

- Student Health clinicians implemented the AUDIT-C screening tool to be completed annually within the student population.
- Alcohol, drug, tobacco, and vaping use is discussed with students at any preventative or new patient visit.

Drug and Alcohol Program Assessments

Individual Drug and Alcohol Assessment, Intervention, Education and Referral

The Division of Student and Academic Affairs offers each student an opportunity to meet with the Care Team or the Student Assistance Program to assess alcohol and other drug use and receive education and referral to appropriate treatment options off campus.

Individuals may be referred from any student or employee or may self-refer for services. Individual assessment, intervention, education, and referral services will vary depending on the needs and goals of the student.

HSC National College Health Assessment 2020

The ACHA-National College Health Assessment III is a nationally recognized survey that assists college health service providers, educators, counselors, wellness programmers, and administrators in collecting data about their students' health habits. The survey provides a comprehensive picture on student health behaviors, perceptions of health, and identifies prevalent health issues on campus. The topic areas of this survey include alcohol, tobacco, drug use, sexual health, weight management, exercise, nutrition, mental health, personal safety and violence.

Different campus communities vary in need, and these data collected provide invaluable feedback on how we can better provide relevant resources, services, and programs for our campus community.

To support the recommendations and the requirements of the Drug Free Schools and Communities Act (DFSCA) and Drug Abuse and Alcohol Prevention Program (DAAPP), this biennial survey influences campus policies that address the possession, use and distribution of alcohol and illicit drugs, as well as drug and alcohol prevention programming on campus. In November 2020, the HSC utilized the NCHA survey to learn more about health-related behaviors of students. The following information outlines the 2020 survey results as it pertains to drugs,

tobacco, and alcohol.

Survey Respondent Demographic

- 16% of HSC students participated in this survey (372 survey responses)
- 71.8% Female; 26.3% Male; 0.8% Non-binary
- 1.3% of students surveyed indicated they were in recovery from alcohol or other drug use.

Academic Impacts

Within the last 12 months, students reported the following factors negatively impacting their individual academic performance:

- 33.3% Procrastination
- 31.5% Stress
- 22% Anxiety
- 15.6% Sleep difficulties
- 14.8% Depression

Academic Impacts Action Items:

- Increase marketing for medical and health related prevention services
- Regular promotion of My SSP (Student Assistance Program) and in-person campus mental health resources
- Education and programming addressing sleep health, stress management, and time management
- “Go Relax” stress reduction program will continue to be offered twice per semester.

Tobacco, Alcohol, and Other Drug Use

Tobacco

- 5.6 % of students reported use of tobacco or nicotine delivery products (cigarettes, e-cigarettes, Juul or other vape products, water pipe or hookah, chewing tobacco, cigars, etc.) in the last 3 months.
- 1.6% of students reported use of cigarettes in the last 3 months.
- 2.4% of students reported use of E-cigarettes or other vape products in the last 3 months.
- 0.8% of students reported use of hookah pipe in the last 3 months.
- 0.5% of students reported use of chewing or smokeless tobacco in the last 3 months.
- 2.2% of students reported use of cigars or little cigars in the last 3 months.
- 0% of students reported “Other” use of tobacco or nicotine delivery products in the last 3 months.

Alcohol

- 68.3% of students reported consuming alcoholic beverages (beer, wine, liquor, etc.) in the last 3 months.
- 13.4% of students reported consuming 5 or more drinks the last time they drank alcohol in a social setting.
- Students who drank alcohol reported experiencing the following in the last 12 months when drinking:
 - 6.1% experienced blackout
 - 11.7% experienced brownout
 - 8.5% did something they regretted
 - 0.4% someone had sex with me without my consent
 - 0.4% had sex with someone without their consent
 - 6.4% had unprotected sex
 - 1.1% seriously considered suicide
- Of students who reported driving and consuming alcohol both in the last 30 days, 19.5% of students reported driving after having any alcohol in the last 30 days.

Cannabis

- 30.9% reported ever using cannabis, and 8.9% reported use within the last 3 months.
- 65.1% of students reported never using cannabis, and 21.5 % of students report their most recent cannabis use was more than 12 months ago.
- Of students who reported driving and using cannabis in the last 30 days, 38.5% of students reported driving within 6 hours of using cannabis in the last 30 days.

Other Drugs

Students reported use of the following substances **in the last 3 months**.

- 0.8% of students reported using cocaine.
- 1.9% of students reported non-medical use of prescription stimulants
- 0.3% of students reported using methamphetamine.
- 0.8% of students reported using inhalants.
- 0.8% of students reported nonmedical use of sedatives or sleeping pills.
- 1.6% of students reported use of hallucinogens.
- 0.3% of students reported using heroin.
- 1.1% of students reported nonmedical use of prescription opioids.

Tobacco, Alcohol, and Other Drug Use Action Items

- Continue to promote and provide opportunities to practice positive stress management strategies.
- Continue to provide educational materials outlining the harms of drugs and alcohol.
- Continue to promote campus and community recovery resources.

Health Risks Associated with the Use of Drugs and Alcohol

Specific serious health risks are associated with the use of alcohol and illicit drugs. Some of the major risks are listed below.

Alcohol and Other Depressants (barbiturates, sedatives, and tranquilizers)

Addiction, accidents as a result of impaired ability and judgments, alcohol poisoning, overdose when used with other depressants, damage to a developing fetus, heart and liver damage.

Marijuana

Impaired short-term memory, thinking, and physical coordination. Can cause panic reaction and increase the risk of lung cancer and emphysema. Can interfere with judgment, attention span, concentration, and overall intellectual performance. Impairs driving ability. May cause psychological dependence and compromise the immune system.

Cocaine

Addiction, cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants, such as speed and uppers.

Nicotine

Tobacco smoke contains thousands of chemical compounds, many of which are known to cause cancer. Nicotine, which is a central nervous system stimulant, produces an increase in heart and respiration rates, blood pressure, adrenaline production, metabolism and compromises the immune system. People can rapidly become physically and psychologically dependent on tobacco.

Inhalants

Inhalants are a diverse group of chemicals that easily evaporate and can cause intoxication when their vapors are inhaled. Most inhalants are central nervous system depressants. The use of these drugs slows down many body functions. High doses can cause severe breathing failure and sudden death. Chronic abuse of some of these chemicals can lead to irreversible liver damage and other health problems.

Heroin and Other Opiates. These drugs usually are taken intravenously. "Designer" drugs similar to opiates include fentanyl, Demerol and "china white." Addiction and dependence develop rapidly. Use is characterized by impaired judgment, slurred speech and drowsiness. Overdose is manifested by coma, shock and depressed

respiration, with the possibility of death from respiratory arrest. Withdrawal problems include sweating, diarrhea, fever, insomnia, irritability, nausea and vomiting, and muscle and joint pains.

Prescription Drug Abuse

Adverse reactions, dependency, withdrawal, and overdose.

Treatment Options/University & Community Resources

A variety of resources exist for alcohol and other drug prevention including education, programming, counseling, and referral.

For detailed information concerning these resources available from both the university and community agencies, students may contact the Division of Student and Academic Affairs in the Student Service Center, Suite 220 or at (817) 735-2505 or the Care Team at (817) 735-2740 or CareTeam@unthsc.edu. Faculty and staff may contact HSC Human Resources at (817) 735-2690 or the Employee Assistance Program at 855-784-1806.

Student Health (817) 735-5051 – Medical and psychiatric services

HSC Police Department (817) 735-2210 – Presentations on legal aspects of alcohol and other drug use and related issues

Division of Student and Academic Affairs (817) 735-2505 – Address Student Code of Conduct & Civility, enforces policies and procedures, and provides students with resources necessary to resolve personal disputes.

HSC Human Resources (817) 735-2690 – Provide services, guidance, education, and training (faculty and staff), referrals to Employee Assistance Program (EAP) for faculty and staff, enforces policies and procedures for faculty and staff; assistance with disciplinary action for faculty and staff; assistance with mediation procedures for faculty and staff.

Employee Assistance Program (EAP) - The EAP is designed to aid employees in managing daily responsibilities, life events, work stresses or issues affecting quality of life. Confidential services are provided at no cost to employees and their benefits eligible dependents including assessments, referrals and short-term problem resolution, by calling a toll-free number available 24 hours a day, 7 days a week at (855) 784-1806.

In addition to the toll-free number, the EAP has established GuidanceResources Online, an online database housing over 1500 tip sheets, resources, interactive tools, prevention guides and self-assessments geared towards assisting employees with various work and personal issues, with substance abuse and treatments as one of the main areas of focus.

Solution-focused counseling is short-term in nature and focuses on solutions rather than problems. Counselors work with the client to develop an action plan and can help employees and their families with challenges that may affect their personal lives, relationships, job performance, and work behavior. Referrals to external resources are also provided to employees and their family members if issues expand beyond the scope of the EAP.

The EAP offers trainings geared towards addressing the topic of substance abuse. The course, “Addiction Resource Guide” is designed to increase employees’ knowledge of the problems associated with alcohol and drug abuse in the workplace, as well as to assist in identifying the signs and symptoms of substance abuse.

Employees of HSC with health insurance benefits may have coverage for assistance with drug or alcohol related problems and should check with the health insurance provider for the specifics, if any, included in their policy.

Online resources, education and training

- A brochure, *Illicit Drugs and Alcohol Abuse*, is also distributed through the Human Resources website at <https://www.unthsc.edu/administrative/human-resource-services/drug-free-workplace/>.
- Alcoholics Anonymous: 1-212-870-3400 or <https://aa.org/> Narcotics Anonymous: 1-818-773-9999 or www.na.org
- National Domestic Violence Hotline: 1-800-799-SAFE or www.thehotline.org
National Drug Helpline: 1-844—289—0879 or <http://drughelpline.org/>
- National Institute on Drug Abuse/Treatment Hotline: 301-443-1124 or www.drugabuse.gov/nidahome.html
- National Suicide Hotline: 1-800-273-8255
- Substance Abuse and Mental Health Services Administration (SAMHSA) National Helpline: 1-800-662-4347 or <https://www.samhsa.gov/find-help/national-helpline>
- Texas Medical Board: www.tmb.state.tx.us

Disciplinary Sanctions and Actions

HSC will assign disciplinary sanctions for violations relating to the unlawful possession, use or distribution of illicit drugs and alcohol. The penalties for misconduct range from a written warning to expulsion or termination of employment. Typically, students who have violated the Student Code of Conduct & Civility will be referred to the Care Team and the Student Assistance Program to complete an individualized education plan that may include an assessment covering alcohol and other drug use history, reason for referral, family and personal history, health concerns, safety issues, and the consequences associated with use, readiness for change, and development of behavior change goals.

Sanctions for violations of policy, referred to as disciplinary actions in the student conduct process, are outlined in the Student Code of Conduct and Civility (7.105)

and the Drug-Free Workplace Policy (5.508).

Legal Sanctions

Local, state, and federal laws also prohibit the unlawful possession, use, or distribution and sale of alcohol and illicit drugs. Criminal penalties for violation of such laws range from fines up to \$20,000 to imprisonment for terms up to and including life.

Disciplinary Sanction and Action Enforcement

Student Disciplinary Actions – Division of Student and Academic Affairs

The Division of Student and Academic Affairs reviews all allegations of student misconduct, including allegations relating to the use of alcohol and drugs. The Student Code of Conduct & Civility details what conduct is prohibited, disciplinary actions (sanctions) that may be assigned, and the procedures used to review and adjudicate allegations of misconduct. Students found responsible for violating university policies relating to alcohol and drugs receive disciplinary actions for these violations. Consistency in the conduct process is ensured by use of the procedures outlined in the Student Code of Conduct & Civility, training and supervision of all staff who review alleged violations, and review by the Student Conduct Officer and Senior Vice Provost for Student and Academic Affairs of each completed case. Additionally, consistency in assigning disciplinary actions is based on the goals and evolution of the Student Code of Conduct and Civility over the course of the biennium. The conduct process, including assigning disciplinary actions, has continued to align with the Restorative Pathway Program to create maximum levels of support for students while maintaining standards of conduct and expectations for enrolled students at HSC. In 2021, a comprehensive review of the Student Code of Conduct resulted in significant changes to some conduct processes, including the discontinuation of a consultation as a disciplinary action. Instead, the consultation has been changed to a non-disciplinary action and would no longer be the sole response to any responsible conduct finding, including for cases regarding misconduct related to drugs and alcohol. The current version, Student Code of Conduct & Civility (7.105), can be found in HSC's institutional policy repository, PolicyTech.

Alcohol-Related Misconduct

Alcohol related misconduct reviewed by the Division of Student and Academic Affairs include offenses such as driving while intoxicated, being a minor in possession of alcohol, public intoxication, providing alcohol to minors, and the illegal distribution of alcoholic beverages. From January 1, 2020 to December 31, 2021, the Division of Student and Academic Affairs investigated three (3) allegations of alcohol related misconduct for behavior taking place on and off campus. Three (3) of these allegations were substantiated after review based on

greater weight of the evidence, resulting in disciplinary actions.

Alcohol-Related Disciplinary Actions

The Student Code of Conduct & Civility outlines the possible disciplinary actions for misconduct. The disciplinary actions can include: Written Warning, Disciplinary Probation, Suspension, Expulsion, Loss of Privileges, and Restitution. In addition, a student conduct officer may assign non-disciplinary actions of Consultation, Educational Actions, and resource referrals. Further, administrative measures may be considered, including interim withdrawal and assigning a No Contact Directive.

Disciplinary actions assigned for alcohol-related misconduct are based on numerous factors, such as: the number of prior offenses; the nature of the misconduct; any current probationary status in effect; the impact of the behavior on the student and community; and learning and behavioral outcomes identified for the student during the course of their participation in the conduct process.

Disciplinary actions may include a status-based disciplinary action (i.e. disciplinary probation) in effect for a specific period of time meant to deter future misconduct. Educational actions such as referral to the Pathways Program designed to achieve learning, meaning making, and behavioral outcomes (i.e. referral to rehabilitation services) may also be recommended.

Prior to September 2019, self-reported, first time, alcohol violations were typically assigned disciplinary actions as outlined in the first-time offense of lower severity. In September 2019, the Office of Care and Civility implemented a Restorative Pathway Program to better align Care Team and Student Conduct. The purpose of this program is to create professional growth and reflection in response to violations of the Student Code of Conduct and Civility, while also providing an opportunity to students to restore the communities impacted by their decision making. The Pathway Program provides a structured plan, overseen by the Office of Care and Civility, and includes reflection, action, and accountability-oriented components. Just as the Pathway Programs provides growth and development for students, this was recognized as an opportunity for drug and alcohol related procedures to mirror the same opportunities for growth. In alignment with the Pathway Program, students that self-report a first-time alcohol-related incident of lower severity are typically assigned a written warning and a referral to the Pathway Program.

First time alcohol violations that are of lower severity (i.e. public intoxication) typically result in a written warning and/or disciplinary probation. All written warnings include that subsequent violations may result in more severe disciplinary actions. All students responsible for alcohol related misconduct are referred to the Care Team and the Student Assistance Program for additional support. Disciplinary probation may be assigned for a period of time (typically until the student is no longer taking courses or has graduated from the HSC) and is intended to encourage students to engage in thoughtful decision-making regarding their behavior during the period of time the probation is in effect.

First-time alcohol violations that are more serious in nature and not self-reported (i.e. driving while intoxicated or illegal distribution of alcoholic beverages) typically result in Disciplinary Probation, Suspension for the current enrollment period and one long semester or Expulsion (included in their permanent record). All suspensions include warnings that subsequent violations may result in more severe disciplinary actions. All students found responsible for alcohol-related misconduct are referred to the Care Team and the Student Assistance Program for additional assistance.

Disciplinary probation may be assigned for a period of time (typically until the student is no longer taking courses or has graduated from the HSC) and is intended to encourage students to engage in thoughtful decision-making regarding their behavior during the period of time the probation is in effect.

Egregious or repeated alcohol-related violations can result in Disciplinary Probation, Suspension, or Expulsion. These disciplinary actions are included in a permanent record for the student. All suspensions include warnings that subsequent violations may result in more severe disciplinary actions. All students found responsible for alcohol-related misconduct are referred to the Care Team and the Student Assistance Program for additional assistance. Disciplinary probation may be assigned for a period of time (typically until the student is no longer taking courses or has graduated from the HSC) and is intended to encourage students to engage in thoughtful decision-making regarding their behavior during the period of time the probation is in effect.

The table below shows the frequency of each disciplinary action for alcohol related violations by calendar year.

Disciplinary Action (Alcohol Violations)	2017	2018	2019	2020	2021
Written Warning	0	1	1	0	0
Loss of Privileges	0	0	0	0	0
Restitution	0	0	0	0	0
Disciplinary Probation	0	0	1	0	3
Suspension	0	2	0	0	0
Expulsion	0	0	0	0	0

Drug-Related Misconduct

Drug related misconduct reviewed by the Division of Student and Academic Affairs include offenses such as illegal use, possession, distribution or manufacture of illegal or controlled substances; abuse or unlawful possession of a controlled substance; or possession of drug paraphernalia. From January 1, 2020 to December 31, 2021, the Division of Student and Academic Affairs investigated five

(5) allegations of drug related misconduct for behavior taking place on and off campus. Two (2) of these allegations of drug-related misconduct were substantiated after review based on greater weight of the evidence, resulting in disciplinary actions.

Drug-Related Disciplinary Actions

The Student Code of Conduct & Civility outlines the possible disciplinary actions for misconduct. The disciplinary actions can include: Written Warning, Disciplinary Probation, Suspension, Expulsion, Loss of Privileges, and Restitution. In addition, a student conduct officer may assign non-disciplinary actions of Consultation, Educational Actions, and resource referrals. Further, administrative measures may be considered, including interim withdrawal and assigning a No Contact Directive.

Disciplinary actions assigned for drug-related misconduct are based on numerous factors. The number of prior offenses, the nature of the misconduct, any current probationary status in effect, the impact of the behavior on the student and the community and learning and behavioral outcomes identified for the student during their participation in the conduct process.

Disciplinary actions associated with a responsible finding may include a status-based disciplinary action (i.e. disciplinary probation) in effect for a period of time meant to deter future misconduct. Non-disciplinary actions designed to achieve learning, personal and professional growth, and behavioral outcomes (i.e. referral to rehabilitation services) may also be recommended.

Prior to September 2019, self-reported, first time, drug violations were typically assigned disciplinary actions as outlined in the first-time offense of lower severity. In September 2019, the Office of Care and Civility implemented a Restorative Pathway Program to better align Care Team and Student Conduct. The purpose of this program is to create professional growth and reflection in response to violations of the Student Code of Conduct and Civility, while also providing an opportunity to students to restore the communities impacted by their decision making. The Pathway Program provides a structured plan, overseen by the Office of Care and Civility, and includes reflection, action, and accountability-oriented components. Just as the Pathway Programs provides growth and development for students, this was recognized as an opportunity for drug and alcohol related procedures to mirror the same opportunities for professional growth. In alignment with the Pathway Program, students that self-report a first-time drug-related incident of lower severity are typically provided a written warning and a referral to the Pathway Program.

First time drug related violations that are of lower severity (i.e. possession of drug paraphernalia) typically result in a written warning and/or disciplinary probation. All written warnings include that subsequent violations may result in more severe disciplinary actions. All students responsible for drug-related misconduct are referred to the Care Team and the Student Assistance Program for additional assistance. Disciplinary probation may be assigned for a period of time (typically

until the student is no longer taking courses or has graduated from the HSC) and is intended to encourage students to engage in thoughtful decision-making regarding their behavior during the period of time the probation is in effect.

First time drug related violations that are more serious in nature and not self-reported (i.e. possession) typically result in Disciplinary Probation, Suspension for the current and one long semester or Expulsion (included in their permanent record). All suspensions include warnings that subsequent violations may result in more severe disciplinary actions. All students responsible for drug-related misconduct are referred to the Care Team and the Student Assistance Program for additional assistance. Disciplinary probation may be assigned for a period of time (typically until the student is no longer taking courses or has graduated from the HSC) and is intended to encourage students to engage in thoughtful decision-making regarding their behavior during the period of time the probation is in effect.

Egregious or repeated drug related violations can result in Disciplinary Probation, Suspension, or Expulsion. These disciplinary actions are included in a permanent record for the student. All suspensions include warnings that subsequent violations may result in more severe disciplinary actions. All students responsible for drug-related misconduct are referred to the Care Team and the Student Assistance Program for additional assistance. Disciplinary probation is assigned for a period of time (typically until the student is no longer taking courses or has graduated from the HSC) and is intended to encourage students to engage in thoughtful decision-making regarding their behavior during the period of time the probation is in effect.

The table below shows the frequency of each disciplinary action for drug-related violations by calendar year.

Disciplinary Action (Drug Violations)	2017	2018	2019	2020	2021
Consultation	0	0	1	0	0
Written Warning	2	2	1	1	1
Loss of Privileges	0	0	0	0	0
Restitution					
Disciplinary Probation	0	0	1	0	0
Suspension	0	0	0	0	0
Expulsion	1	0	0	0	0

Campus Drug and Alcohol Incidents

Incidents classified as Liquor Law Violations and Drug Law Violations in regards to arrest and disciplinary referrals for the past three calendar years can be found in the HSC Annual Security Report online at:

<https://www.unthsc.edu/students/jeanne-clery-disclosure-of-campus-security-policy-and-crime-statistics-act/>

The Office of Student Development, in conjunction with the Division of Student and Academic Affairs, works with student organizations to ensure that registered on-campus events are executed in the safest way possible and to assure the safety of the organization members and their guests.

In the event a student organization(s) fails to meet the expectations and/or requirements set forth by the Office of Student Development and Risk Management Training, the student organization(s) must meet with the Office of Student Development to have an After-Action Meeting to review the event. If necessary, the organization(s) can have restrictions placed on future events including but not limited to, future events being contingent upon certain criteria; security; start and end times; disapproval of future events, etc. The Office of Student Development refers all alleged violations of the Student Code of Conduct & Civility to the Student Conduct Officer for investigation. It is the charge of the Student Conduct Officer to implement disciplinary actions that will assist the organization in addressing any issues related to Code violations, while also helping them to use the experience to enhance their organization(s).

Employee Sanctions – Human Resources

Employees of HSC are subject to the sanctions imposed by the Drug and Alcohol Abuse Free Workplace and Learning Environment policy for policy violation, which may include sanctions of dismissal/termination from the university.

Penalties under Texas Law

Manufacture or delivery of controlled substances (drugs): Minimum jail term up to 2 years and a fine up to \$10,000; Maximum imprisonment for life and a fine up to \$250,000

Possession of controlled substances (drugs): Minimum jail term not more than 180 days and a fine up to \$2,000 or both; Maximum imprisonment for life and a fine up to \$250,000

Delivery of marijuana: Minimum jail term not more than 180 days and a fine up to \$2,000 or both; Maximum imprisonment for life and a fine up to \$100,000

Possession of marijuana: Minimum jail term not more than 180 days and a fine up to \$2,000 or both; Maximum imprisonment for life and a fine up to \$50,000

Driving while intoxicated (includes intoxication from alcohol, drugs, or both): Minimum license suspension of at least 60 days; Maximum jail term not more than 180 days and a fine up to \$2,000 or imprisonment up to 10 years and a fine up to \$10,000

Public intoxication: Minimum fine not to exceed \$500; Maximum varies with age and number of offenses

Purchase of alcohol by a minor: Minimum fine not to exceed \$500; Maximum varies with number of offenses or at least 8 hours of community service and 30-day license suspension

Consumption or possession of alcohol by a minor: Minimum fine not to exceed \$500; Maximum varies with number of offenses or at least 8 hours of community service and 30-day license suspension; Mandatory Alcohol-Awareness classes

Providing alcohol to a minor: Minimum fine not to exceed \$4,000 or confinement in jail for not more than one year, or both; if binge drinking involved, driver's license suspension for 180 days, 20-40 hours of community service, and alcohol awareness classes.

Penalties under Federal Law

Federal law prohibits the manufacture, distribution, or dispensing, or possession with intent to manufacture, distribute, or dispense, a controlled substance. The following summarizes selected provisions of federal laws which provide criminal and civil penalties for unlawful possession or distribution of drugs. See https://www.dea.gov/sites/default/files/2018-06/drug_of_abuse.pdf#page=30 for

updated information.

Federal Penalties and Sanctions for Illegal Possession of Controlled Substances
21 U.S.C. 844(a) Simple Possession: 1st Conviction: Up to one-year imprisonment, or fined at least \$1,000, or both. After one prior drug conviction: At least 15 days in prison, not to exceed 2 years; or fined at least \$2,500; or both. After two or more prior drug convictions: At least 90 days in prison, not to exceed 3 years; or fined at least \$5,000; or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years; or fined at least \$1,000; or both, if: 1st conviction and the amount of crack possessed exceeds 5 grams; 2nd crack conviction and the amount of crack possessed exceeds 3 grams; 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

Special sentencing provisions for possession of flunitrazepam: Imprisonment for not more than 3 years; fines as provided in other 844(a) convictions; and upon conviction, a person who violates this subsection shall be fined the reasonable costs of the investigation and prosecution of the offense.

21 U.S.C. 881(a)(4) Criminal Forfeiture: Forfeiture of vehicles, boats, aircraft or any other conveyance which are used, or are intended for use, to transport, or in any manner to facilitate the transportation, sale, receipt, possession, or concealment of a controlled substance or the raw materials, products, or equipment used to manufacture the controlled substance.

21 U.S.C. 844a Civil Penalty for Possession of Small Amount of Certain Controlled Substances: Any individual who knowingly possesses a controlled substance that is a personal use amount shall be liable for a fine up to \$10,000.

21 U.S.C. 862 Denial of Benefits: Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses for possession of controlled substances. Increased penalties apply if convicted for drug trafficking.

Note: These are only federal penalties and sanctions. Additional local penalties and sanctions may apply.

Federal Trafficking Penalties: Updated information about federal drug trafficking penalties for most drugs can be found at the following website:
https://www.dea.gov/sites/default/files/2018-06/drug_of_abuse.pdf#page=30
Information about federal drug trafficking penalties for marijuana, hashish, and hash oil can be found on the same website.

The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$8 million if an individual and \$20 million if other than an individual.

Update on 2020 Recommendations

- 1) The DAAPP Committee will continue to meet once per month, and the DAAPP Programming Committee will continue to meet twice per semester to ensure comprehensive and collaborative programming efforts.

Status Update: The DAAPP committee meets once per month, and the DAAPP Programming Committee met twice per semester in the 2020-2021.

- 2) The DAAPP will align stress management and preventative programming with the institutional Wellbeing Quality Enhancement Plan.

Status Update: Be|Well, HSC's Wellbeing Quality Enhancement Plan includes a target of 100% completion for students to create individualized and personalized stress management plans. Programming as well as course content available through Canva in the Be|Well module address stress management.

- 3) DAAPP related content for students will be programmed according to the needs identified in the 2018 National College Health Assessment to support program justification and need.

Status Update: In 2020 and 2021, the Office of Care and Civility offered programming addressing safe social drinking strategies; how alcohol and illicit drugs impact consent, sexual health, and behavior; national educational resources for drugs, alcohol, and tobacco; how alcohol impacts sleep, cognitive functioning, and memory (blackout and brownout); and positive stress management strategies as alternatives to drugs and alcohol.

- 4) The National College Health Assessment will be administered to the UNTHSC student population for a second time in November 2020.

Status Update: The American College Health Association's National College Health Assessment III was administered to HSC students in November 2020 and a summary of data and action plans as well as Executive summary are posted to the website of the Office of Care and Civility.

- 5) The DAAPP Programming committee will focus on the following objectives and key results for the next biennium:

- a) Objective 1: Promote responsible drinking habits on UNTHSC campus
 - i) 100% RSO (campus funded) programming with alcohol will promote Safe Rides.
 - ii) Provide a toolkit for on-campus events with alcohol.

Status Update: Every RSO event consultation includes questions about risk reduction and alcohol use. RSOs hosting events with alcohol are provided a package of signage that promotes safe transportation.

b) Objective 2: Create and develop alcohol and other drug (AOD) programming for campus.

- i) Identify gaps in programming.
- ii) Maintain calendar of AOD programming.
- iii) Evaluate AOD programming.

Status Update: The DAAPP Programming Committee discusses gaps and opportunities in programming at meetings. In addition, the Office of Care and Civility also reviewed the NCHA report to align programming with community needs and eliminate gaps. The Office of Care and Civility maintains a record of all programming related to drug and alcohol abuse prevention. In addition, the Office of Care and Civility has partnered with Information Technology to track access to virtual flyers and educational materials, allowing for evaluation of student engagement.

c) Objective 3: Create a culture of care and civility at UNTHSC.

- i) 100% of AOD violations are self-reported.
- ii) Develop an inclusive targeted marketing of AOD programming and resources.
- iii) Promote and facilitate safe medication disposal.

Status Update: Two (2) out of three (3) alcohol violations for students were self-reported, and one (1) out of two (2) drug violations for students was self-reported. Marketing of AOD programming was inclusive of all students through electronic means. The prescription drug drop-off location was promoted through programming efforts.

6) Develop and implement an assessment plan for DAAPP Programming.

Status Update: The Office of Care and Civility partnered with IT to track internet traffic to digital advertising of alcohol and drug abuse prevention resources, as that was the primary method of programming through the biennial time period due to the coronavirus pandemic.

7) Stratify the AOD tag in Maxient even further to increase clarity around AOD related cases to DAAPP: Alcohol and DAAPP: Drugs.

Status Update: These tags have been added to Maxient and are in use.

2022 Recommendations

1. The DAAPP Committee will continue to meet once per month, and the DAAPP Programming Committee will continue to meet twice per semester to ensure comprehensive and collaborative programming efforts.
2. DAAPP related content for students will be programmed according to the needs identified in the 2020 National College Health Assessment to support program justification and need.
3. The National College Health Assessment will be administered to the HSC student population for a third time in November 2022.
4. Updated educational materials related to alcohol and other drugs will be purchased for use throughout the biennium.
5. The DAAPP Programming committee will focus on the following objectives and key results for the next biennium:
 - a. Objective 1: Develop and implement a social norming campaign around alcohol and drug use at the HSC.
 - i. Identify discrepancies between the use of alcohol and other drugs and the perception of use of alcohol and other drugs.
 - ii. Provide educational opportunities for students to understand the real data.
 - b. Objective 2: Review and update alcohol and other drug programming calendar.
 - i. Identify time periods that may correspond to elevated HSC student alcohol and other drug use.
 - ii. Adjust programming calendar to incorporate these potential high-need times for programming.
 - c. Objective 3: Develop and promote HR communication for employees.
 - d. Objective 4: Develop and implement plan to address intersection of alcohol and sexual wellness.
 - i. Identify areas of impact in the intersection of alcohol and substances with sexual wellness.
 - ii. Implement evidence-based programming to address potential areas of impact.

Drug and Alcohol Abuse Prevention Programs (DAAPP) Report Signature Page

This signature page denotes that the following have reviewed and approved the DAAPP Report prior to its submission and distribution to HSC students, faculty and staff.

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Michael Williams

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4/26/2022

President's Office

Date

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4/26/2022

Office of Compliance & Integrity

Date