

DRUG-FREE SCHOOLS AND COMMUNITIES ACT REPORT

University of North Texas Health Science Center

February 1, 2016

Introduction

The University of North Texas Health Science Center is dedicated to developing and creating a community that is free from illegal use of alcohol beverages and drugs. The success and development of all students is a priority at the UNTHSC. We are dedicated to creating an environment that is safe and stimulating to the growth potential of every student. To create an environment that is free from illegal use of alcohol and drugs, the UNTHSC takes various proactive steps.

University regulations prohibit any unlawful possession, use, distribution, or sale of alcohol and other drugs by students, faculty, staff, or guests to the university, on university-owned property and at all university sponsored activities. UNTHSC 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 Communities Act (DFSCA) of 1989 requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. The DFSCA also requires the establishment of a drug and alcohol prevention program.

All members of the UNTHSC community are encouraged to review the information in this report. This information is distributed on an annual basis.

Students, faculty and staff may request information about the DFSCA review by contacting the Division of Student Affairs in Student Service Center, Suite 220 or at (817) 735-2505.

Standards of Conduct

UNTHSC students and employees are expected to comply with 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 Discipline (7.126), 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 Health Science Center regulations, or public intoxication. Except for good cause shown, the student found in violation of this shall receive a minimum sanction of suspension for one long semester; in addition to the remainder of the semester in which the violation was discovered. 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 Testing for Positions Requiring a Commercial Driver's License (5.515); and Pre-Hire Drug and Alcohol Screening (5.520) at: <https://app.unthsc.edu/policies>.

Disciplinary Sanctions

UNTHSC may impose disciplinary sanctions for violations relating to the unlawful possession, use or distribution of illicit drugs and alcohol. The penalties for misconduct range from a consultation to expulsion or termination of employment. Typically, students who have violated the Student Code of Conduct & Discipline will be referred to the CARE Team and the Student Assistance Program, WellConnect, to complete an individualized education plan that includes 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. The assessment will also include the student's readiness for change and establish behavior change goals.

These sanctions are outlined in the Student Code of Conduct and Discipline (07.126) and the UNTHSC 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.

Description of Drug and Alcohol Prevention Program

A. 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's or student government's proposed activities and events. Strategies for minimizing risks are discussed and reviewed.

Student Organization/Government Training – Each student organization/government is required to 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.

Student Organization Risk Management Training - As required by state law, advanced risk management training is required annually for specified officers of student organizations that are perceived as participating in high risk activities. In addition, the training is required once for the specified organizations' advisors. Topics include alcohol violations and sanctions found in the Student Code of Conduct & Discipline.

B. Division of Student Affairs

The Office of Student Affairs fosters student success. The office provides the leadership and oversight for all the staff and offices within the Division of Student Affairs. Additionally, staff encourages student participation in and contribution to all Health Science Center programs. The chief student affairs officer establishes and coordinates the system of student conduct and discipline, interprets institutional regulations on academic and nonacademic matters as related to students, and acts as a student advocate when appropriate.

Programs include:

New Student Orientation – The senior student affairs officer, or designee, presents at every new student orientation to discuss the Student Code of Conduct and Discipline, 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 and psychiatric care for students and their families are available through the SAP. The SAP is a twenty-

four hour/seven day a week phone and on-line service available to students and their dependents. Students receive up to six free counseling sessions per presenting issue.

C. Center for Academic Performance (CAP)

Academic support programs provide services designed to facilitate the academic success of all students. Working with faculty to provide and support students in periods of academic difficulty, the staff can aid in planning alternate programs and assist in reassessment of student priorities.

D. Financial Aid

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

Programs include:

FAFSA - 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 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.

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

E. UNTHSC Police Department

The UNTHSC Police Department is committed to excellence and to providing outstanding service to the university, and the surrounding community. We take this responsibility very seriously and are continually striving to find better and more efficient ways to serve the Health Science Center. In addition to our commitment to our duties on campus, we look for ways to be of service to the area that surrounds our campus and to the Fort Worth community.

Serving alcoholic beverages on campus is also prohibited, except when approved by the administration. All reported infractions of the UNTHSC'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 dictated by federal and state laws.

F. Employee Assistance /Human Resources

Human Resource Services is committed to creating a premier work environment that will attract, develop, and retain a productive workforce, while maximizing the potential of individual employees. The unlawful use, possession or distribution of drugs or alcohol will result in appropriate disciplinary action such as demotion, suspension without pay, or termination or will require satisfactory participation in an approved drug rehabilitation program or both, depending upon the circumstances.

Programs include:

Students: The Student Assistance Program (SAP) is a UNT Health Science Center sponsored program designed to provide immediate professional assistance for alcohol or drug abuse. In addition to help with drug or alcohol abuse problems, benefits include assistance with marital, family, work-related conflicts, financial issues and stress management.

Faculty/Staff/students: Assistance with drug and alcohol related problems are available through the UNT Health Science Center's group insurance.

Drug and Alcohol Testing: To ensure compliance with UNT Health Science Center (UNTHSC) policies regarding drug and alcohol use, UNTHSC may require the administration, faculty, staff and students to submit to drug and/or alcohol testing based upon reasonable suspicion; or, the unauthorized use or possession of alcohol during work hours; or, the use of or possession of illicit drugs at any time. Procedures for substance screening shall comply with those outlined by current federal requirements. Each specimen shall be analyzed in accordance with the College of American Pathologists (CAP) guidelines for testing.

For additional information for employees and students:

<https://app.unthsc.edu/policies>

The UNT Health Science Center has contracted with Alliance Work Partners (AWP) to provide an employee assistance program that gives UNT retirement eligible employees, retirees, household members and dependents free, confidential problem assessment, counseling (up to 6 sessions per personal situation, per year) and referrals. AWP also has a robust website it refers to as HELPNET with a wide array of web-based training, assessments, articles, tips, and

resources including access to a law library and financial calculators. AWP offers assistance with a wide range of issues.

G. Office of Health Promotion

The Office of Health Promotion is dedicated to promoting health and wellness on the UNTHSC campus through various programming and campus activities.

Programs include:

Health Promotion Seminars and Activities – Programs include an anti-drinking and driving campaign and alternative activities that promote health and wellness.

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

Impair 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 and

metabolism. People can rapidly become physically and psychologically dependent on tobacco. Compromises the immune system.

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. 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.

Prescription Drug Abuse

Adverse reactions, dependency, withdrawal, and overdose.

Treatment Options

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 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 UNTHSC Human Resources at (817) 735-2690 or the Employee Assistance Program at 800-343-3822.

Student Health (817) 735-5051 – Medical services

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

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

UNTHSC Human Resources (817) 735-2690 – Services, guidance, education, and training (faculty and staff), mandatory 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) 800-343-3822 – Short term counseling and referral for qualified employees. Online resources, education and training.

Alcohol and Drug Abuse Hotline: 1-800-784-6776 or www.addictioncareoptions.com

Narcotics Anonymous: 1-818-773-9999 or www.na.org

National Cocaine Hotline: 1-800-521-7128 or
www.allaboutcounseling.com/crisis_hotlines.htm

National Institute on Drug Abuse/Treatment Hotline: 301-443-1124 or
www.drugabuse.gov/nidahome.html

AIDS Information Hotline: 1-800-448-0440 or
www.thebody.com/index/hotlines/national.html

National STD Hotline: 1-800-232-4636 or www.cdc.gov/std

National Domestic Violence Hotline: 1-800-799-SAFE or www.thehotline.org

Procedures for Distributing Written AOD Information

The University of North Texas Health Science Center has available the Drug-Free Workplace (5.508); Drug and Alcohol Testing (5.509); Drug and Alcohol Testing for Positions Requiring a Commercial Driver's License (5.515); and Pre-Hire Drug and Alcohol Screening (5.520) at <https://app.unthsc.edu/policies>. The DFSCA Report is emailed annually by the Division of Student Affairs to all faculty, staff and students.

Sanction Enforcement

Division of Student Affairs – Student Sanctions

Any student found responsible for violating the UNTHSC Alcohol and Drug policies, the laws of the State of Texas, or the UNTHSC Student Code of Conduct & Discipline is subject to sanctions imposed by the Division of Student Affairs. The Division of Student Affairs imposes consistent sanctions for these violations.

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

For additional information, please contact:

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(817) 735-2505

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Dana Perdue, Director of UNTHSC Campus Human Resources

Dana.Perdue@untsystem.edu

(817) 735-2690

Biennial Review

A biennial review is conducted by UNTHSC to determine the effectiveness, number of drug and alcohol-related violations that occur on the UNTHSC campus or that are reported to UNTHSC officials, and the number and type of sanctions in order to ensure that sanctions are consistently enforced.