

Drug & Alcohol Abuse Prevention Programs (DAAPP) Report

2020 Biennial Report

Review Date: Spring 2020

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Introduction

The University of North Texas Health Science Center (UNTHSC) 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 UNTHSC. 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 & the Drug-Free Schools and Communities Act

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 visitors 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 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.

UNTHSC Smoke-Free Campus Policy

UNTHSC 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 UNTHSC 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 UNTHSC property (indoors and outdoors) and within fifty (50) feet of University property.

Procedures for Distributing Written DAAPP Information

All members of the UNTHSC community are encouraged to review the information in this report. On an annual basis, UNTHSC Division of Student 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 Affairs in Student Service Center, Suite 220 or at (817) 735-2505.

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

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

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

[Drug and Alcohol Test for Drivers \(5.515\)](#)

[Pre-Hire Drug and Alcohol Screening \(5.520\)](#)

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

[Student Code of Conduct & Discipline \(7.126\)](#)

[Use of Controlled Substances in Research \(12.105\)](#)

Responsible Offices & Officials

The UNTHSC's DAAPP Biennial Report is coordinated through the Division of Student Affairs' Office of Student Engagement. This is a collaborative effort between the Division of Student Affairs, UNTHSC 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., Vice Provost for Student Affairs, is responsible for all operations within the Division of Student Affairs.

La'Cresha Moore, Ed.D., Executive Director for Student Engagement, serves as the Title IX Coordinator and Compliance Champion for the Division of Student Affairs.

Emily Mire, Ph. D., 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

UNTHSC 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 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 sanctions related to drug and alcohol violations to ensure consistent treatment in enforcement of disciplinary sanctions;
- Develop, implement, and evaluate DAAPP programming for the UNTHSC 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 UNTHSC President's Office and the Office of Compliance & Integrity for approval before distribution.

The DAAPP Compliance Committee is comprised of the following members:

Jeff Arrington, Chief, UNTHSC Police Department

Angela Brown, Director, UNTHSC Campus Human Resources

Nicki McGee, Ed. D., Executive Director, Enrollment Services

Emily Mire, Ph. D., Director, Office of Care and Civility, Chair

La'Cresha, Moore, Ed. D., Executive Director, Student Engagement and Title IX Coordinator

The DAAPP Programming Committee is comprised of the following members:

Alex Fernandez, Student Services Associate, 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, Student Services Specialist, Office of Care and Civility

Chris Klein, Assistant Director, Office of Care and Civility

Oscar Rodriguez, Lieutenant, UNTHSC 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

UNTHSC 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 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 policy, or public intoxication.

Students: 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. Penalties that may

be imposed 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 UNTHSC 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 UNTHSC Student Code of Conduct & Discipline and other UNTHSC 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.

Except for good cause shown, the student found in violation 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 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 (Grantees Other Than Individuals)

As required by the Drug-Free Workplace Act of 1988, and implemented at 34 CFR Part 85, Subpart F, for grantees, as defined at 34 CFR Part 85, Sections 85.605, and 85.610, 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 grantee's 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 34 CFR Part 85, Subpart F, for grantees, as defined at 34 CFR Part 85, Sections 85.605, and 85.610:

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 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. 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 were provided on request in 2018 and made mandatory for Registered Student Organizations in 2019.

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 occurred September 4, 2018 and September 6, 2018 with 79 participants attending each training. In 2019, trainings were held on September 3, 2019 (60 attendees), September 4 (15 attendees), 2019, and September 6, 2019 (60 attendees). Drop-in training was also made available to students that did not attend the scheduled dates.

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 sanctions found in the Student Code of Conduct & Discipline. Training occurred September 4, 2018 and September 6, 2018 with 79 participants attending each training. In 2019, trainings were held on September 3, 2019 (60 attendees), September 4, 2019 (15 attendees), and September 6, 2019 (60 attendees). Drop-in training was also made available to students for those that did not attend during the scheduled dates.

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 Affairs

The Division of Student Affairs 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 Affairs. Additionally, staff encourages student participation in and contribution to all Health Science Center programs. The Vice Provost for Student Affairs 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 Vice Provost for Student Affairs, 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 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 up to six free confidential counseling sessions per presenting issue, per calendar year.

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

Drug Screening – Any student with a positive drug screen (for illegal substances or legal substances not supported by appropriate documentation) may be suspended for a minimum of one calendar year or dismissed from the institution. If a student enrolled in a clinical component of their educational program has a positive drug screen, the student will not be allowed to participate in the clinical components of their coursework at the assigned clinical agency or any other clinical agency. Random drug screens will be required as a component of their re-entering UNTHSC, until the student is no longer enrolled at UNTHSC. UNTHSC encourages impaired students 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 UNTHSC. Students may be required to have additional drug screenings at the discretion of UNTHSC.

C. Office of Financial Aid

The Office of Financial Aid offers scholarship 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. UNTHSC Police Department

The UNTHSC Police Department takes a proactive approach with enforcing alcohol and drug violations around the UNTHSC campus. They also take a proactive approach in educating the UNTHSC community on alcohol and drugs by collaborating with the Division of Student Affairs on programs such as Self-Defense and presenting at New Student Orientation to educate students about safety and making safe decisions.

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.

E. Campus Human Resources

Campus 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 UNTHSC involves distribution and discussion of policies, the provision of an Employee Assistance Program, and expectations to follow the UNTHSC 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 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 (1-800-343-3822).

In addition to the toll-free number, the EAP has established HelpNet, 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.

The EAP offers trainings geared towards addressing the topic of substance abuse. The course, *Substance Abuse 101: Drug and Alcohol Awareness* 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.

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 UNTHSC 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 UNTHSC, 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 UNTHSC.

F. Office of Care and Civility

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

Programs include:

Care Team – Serves as a comprehensive and collaborative resource for the UNTHSC 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
2013	5
2014	3
2015	3
2016	2
2017	4
2018	1
2019	4

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:

National Impaired Driving Month – Events recognized in December of 2018 and 2019 designed to improve the safety and raise awareness of the preventable dangers associated with drunk, drugged, and/or distracted driving. Activities are designed to promote awareness, offer resources, and provide opportunities for the UNTHSC campus community to commit to creating solutions. Campus tabling and infographic distribution through the Daily News, Engage, and campus sign holders occurred throughout the month. Infographic topics included:

- Informational flyer on Texas drinking and driving statistics;
- Safe Party tips to help get home safely over the holidays;
- Informational flyer on drug and alcohol use, and DWI;
- Ride Share Safety Tips; and
- Table display with informational flyers, campus and community recovery resources.

Bystander Intervention Training – Bystander intervention tips and techniques for staying safe while at UNTHSC and off-campus were covered in January, April, and October of both 2018 and 2019. Program information includes consent, intimate partner violence, and drug and alcohol use. Information is distributed the entire month in the following buildings across campus including the MET, CBH, Library and FAC to reach all students, faculty and staff.

Sexual Assault Awareness Month (SAAM) – In April 2018 and 2019, on campus events related to SAAM included resource fairs, Denim Day, tabling about consent and sexual assault resources and information, and participation in programs aimed at preventing sexual assaults. The NCHA (2018) data indicated that, in the last 12 months, 3.4% of students were the recipient of sexual touching without consent, 1.5% were the victims of a sexual penetration attempt without consent, and .8% were victims of sexual penetration without consent. Educating students in the form of concise infographics provides them with pertinent information on sexual assault, consent, and resources available to them. An infographic campaign on alcohol, consent, and sexual assault was created and marketed through Engage, the Daily News, and sign holders across campus.

Domestic Violence Awareness Month – Events occurred in October 2018 and 2019 promoted university and community resources available to those in need through bystander awareness and intervention.

Prescription Opioid and Heroin Epidemic Awareness Week – This week was recognized by the campus on September 16-20, 2019 to educate students and future healthcare providers on the benefits and risks associated with opioid drugs, when to prescribe them, pain management alternatives, and treatment for addiction. Programs included:

- *A Dose of Truth* - This program focused on a provider's perspective on heroin and opioid use, misuse and treatment. Participants learned what opioids are, when they are prescribed, the risks, benefits, when to recognize overdose, addiction, and an overview of treatment. This presentation was held on September 16, 2019 and had 3 participants.
- *A Prescription for Knowledge* – This program presented a pharmacist's perspective of the opioid and heroin epidemic and implications for future pharmacists. Participants learned what opioids are, when they are prescribed, the risks, benefits, when to recognize overdose and abuse, addiction, and the role of the pharmacist. This program was held on September 17, 2019 and had 18 participants.
- *Table Display*: A table display addressing opioid misuse and the campus and community resources was set up in the MET Lobby during this week to bring awareness to drug use and abuse, and destigmatize diseases related to addiction.

Red Ribbon Week – An infographic campaign was conducted from October 22, 2019 through October 25, 2019. Topics included infographics on the overdose recovery position and campus and community recovery resources, in addition to information on the Drug-Free Schools and Communities Act and the Student Code of Conduct and Discipline.

Go Learn - As a part of the GoVember programming in 2018, two Go Learn sessions were held pertaining to drug and alcohol prevention.

- *Opioid Medications* - David White of the DEA presented on opioid medications. history, uses, prevalence of misuse and abuse of opioid medications nationwide and within Tarrant County. This program was held on November 26, 2018 and had 7 participants.
- *Academic Doping* - Lisa Sullivan of the DEA presented on medications used for academic doping and the history, uses, prevalence, and misuse of medications that are regularly used to by students to enhance academic performance. This program was held on November 30, 2018 and had 36 participants.

Stress Management Programming – In 2018, 30% of NCHA survey respondents indicated that stress was negatively impacting academic performance. Over 67% of survey respondent indicated that their overall level of stress they experience throughout the semester was more than average or tremendous. This programming provided students with an opportunity to learn and practice healthy coping activities as alternatives to negative activities, such as drugs and alcohol. The following programs were completed during the 2018-2019 reporting period:

- *Yoga on the Lawn* - Outdoor yoga class open to all students with and without gym membership to facilitate a healthy mode of activity to use as a tool to cope with stress, become mindful, and yield physical benefits. This event was held on September 20, 2018, and 10 participants attended.
- *Go Relax* - A space was created around exam schedules to come relax and enjoy therapy dogs, arts, crafts, puzzles, guided meditations, light snacks and beverages to allow students to explore various modes of stress management through relaxing activities and provide them with a space to take a break from exam preparation. These events were held on February 20, 2019, March 25, 2019, and November 26, 2019.
- *World Meditation Day* - Participants learned actionable stress management skills in the form of meditation and how to incorporate these techniques into their daily lives. This event was held on May 15, 2019.
- *Stress Management Workshop* - This workshop was a partnership with the Center for Academic Performance. Students were provided resources and techniques to better help manage stress throughout the semester (meditation, self-care practices, academic assistance, and campus resources). This event was held on June 26, 2019 as a part of World Wellbeing Week and had 22 participants.

G. Student Health

The Student Health Clinic offers access to all UNTHSC 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 Texas Department of Public Safety Prescription Access 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 what is seen in Texas Prescription Access system, consider prescribing a small amount, pending arrival and review of the records.

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

- Obtain history. Rule out and/or treat other causes of concentration problems: insufficient sleep, depression/anxiety, bipolar disease, etc. Order basic labs, if warranted, to rule out other causes of symptoms.
- Consider initiating treatment with bupropion, which has an indication for ADHD but is not a schedule II medication. Very often this is effective and sufficient, particularly in patients who also have mild depressive symptoms which are caused by or are causing concentration problems.
- If a controlled stimulant medication is going to be considered, some form of formal evaluation and/or psychometric testing must be done and documented. Since this will require one or possibly two visits to a specialist, the patient will necessarily incur some expense, as would be the case with any specialist referral. Refer student to local psychologist who does assessments over two days and provides a comprehensive assessment. Follow up with the student pending results and initiate controlled substance if formally diagnosed with ADD/ADHD.

Ongoing stimulant medication management

- Face to face visits required once every six (6) months if stable on medication or more frequently if dose adjustments are needed.
- Ensure current copy of controlled substances agreement on file, reviewed with students, and signed by student and prescribing physician.
- Random urine drug screens and pill counts employed to check for diversion of medications.
- Random Texas DPS Prescription Access System checked to ensure no suspicious activity.
- During the 2018-2019 reporting period, stimulant prescription and management was terminated for one student.

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 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.

UNTHSC National College Health Assessment 2018

The ACHA-National College Health Assessment II 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 area of this survey consists of 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 2018, the UNTHSC utilized the NCHA survey to learn more about health-related behaviors of students. The following information outlines the 2018 survey results as it pertains to drugs, tobacco, and alcohol.

Survey Respondent Demographic

- 21.1% of UNTHSC students participated in this survey (477 survey responses)
- 72.5% Female; 26.4% Male; 1.1% Non-binary

Academic Impacts

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

- 24.8% Anxiety
- 11.6% Concern for a troubled friend or family member
- 11.3% Depression
- 10.2% Relationship difficulties
- 15.5% Sleep difficulties
- 30.1% Stress

Academic Impacts Action Items:

- The “Go Relax” event will continue to be hosted twice a semester, providing students with opportunities to participate in healthy evidence-based methods of positive stress management, and produce an environment conducive to building relationships with other students.
- Infographics and educational materials related to relationship building, stress management, resources from the Office of Care and Civility and the Student Health Clinic will be distributed across campus.
- Question, Persuade, and Refer (QPR) suicide prevention training sessions will be scheduled throughout the academic year.

Tobacco, Alcohol, and Marijuana Use

Tobacco Use

- 2.3% of students reported use of cigarettes in the last 30 days, whereas perceived student use was 41%
- 2.7% of students reported use of E-cigarettes in the last 30 days, whereas perceived student use was 46.6%
- 1.3% of students reported use of hookah pipe in the last 30 days, whereas perceived student use was 37.7%

Alcohol

- 72.4% of students reported consuming alcohol in the last 30 days and 60.8% reported consumption within the last 1-9 days of taking the survey
- 19.7% of students reported consuming 5 or more drinks the last time they “partied” or socialized

- In the two weeks preceding the survey, 16.8% of the students reported having at least one occasion of consuming 5 or more drinks in one sitting
- Students reported doing the following *most of the time* or *always* when they “partied” or socialized (of those who drank in the last 12 months):
 - 38.7% had a friend tell them they have had enough to drink
 - 22.5% did something they regretted
 - 18.4% forgot where they were or what they did
 - 1.1% had sex without consent
 - 16.3% had unprotected sex
 - 2.7% seriously considered suicide

Marijuana

- 18.8% reported using marijuana at some point and 4.7% reported use within the last 30 days of taking the survey
- 4.7% of students reported using marijuana within the last 30 days, whereas student perceived use of marijuana was 50.3%

Prescription Drugs

- In the last 12 months, 6.1% of students reported taking prescription drugs that were not prescribed to them
 - Prescription drugs included antidepressants, erectile dysfunction drugs, pain killers, sedatives, and stimulants

Tobacco, Alcohol, and Marijuana Action Items

- Infographics and educational materials covering:
 - 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 (blacking out)
 - Positive stress management strategies as alternatives to drugs and alcohol
 - Flyers and infographics of campus social norms will be distributed to students to close the gap between perceived and observed use of drugs and alcohol

- Transit 101, in collaboration with the Office of Sustainability, events outlining public transportation, as opposed to driving while intoxicated, in the Fort Worth area

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 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 and psychiatric 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 – 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) 800-343-3822 – Short term counseling and referral for qualified employees. 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

UNTHSC will 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 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.

These sanctions are outlined in the Student Code of Conduct and Discipline (7.126) 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.

Sanction Enforcement

Student Sanctions – Division of Student Affairs

The Division of Student Affairs reviews all allegations of student misconduct, including allegations relating to the use of alcohol and drugs. The Student Code of Conduct & Discipline details what conduct is prohibited, sanctions that may be imposed, and the procedures used to review and adjudicate allegations of misconduct. Students found responsible for violating university policies relating to alcohol and drugs receive sanctions for these violations. Consistency in sanctioning is ensured by use of the procedures outlined in the Student Code of Conduct & Discipline, training and supervision of all staff who review alleged violations, and review by the Student Conduct Officer and Vice Provost for Student Affairs of each completed case. Additionally, consistency in sanctioning is based on the goals and

evolution of the Student Code of Conduct and Discipline over the course of the biennium. Over the course of 2019, the sanctioning process has evolved 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 UNTHSC.

Alcohol-Related Misconduct

Alcohol related misconduct reviewed by the Division of Student 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, 2013 to December 31, 2019, the Division of Student Affairs reviewed ten (10) allegations of alcohol related misconduct (4.7% of all allegations) for behavior taking place on and off campus. Ten (10) of these allegations were substantiated after review based on greater weight of the evidence, resulting in the imposition of sanctions.

Alcohol-Related Sanctions

The Student Code of Conduct & Discipline outlines the possible sanctions for misconduct. The sanctions can include: Written Warning; Educational Sanctions; Loss of Privileges; Disciplinary Probation; Suspension; Administrative Withdrawal; Expulsion; Immediate/Interim Suspension; Restitution; and No-Contact Order.

Sanctions issued 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.

Sanctioning may include a status-based sanction (i.e. disciplinary probation) in effect for a specific period of time meant to defer future misconduct, and mandatory random alcohol screening while the student is enrolled in courses until they graduate or are no longer a student. Educational sanctions 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 sanctioned 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 growth and meaning making around violations of the Student Code of Conduct and Discipline, 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 procedures to mirror the same growth. In alignment with the Pathway Program, students that self-report a first-time alcohol-related incident of

lower severity are typically provided a consultation or written warning sanction 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, along with random alcohol screening until the student is no longer taking courses or has graduated from the UNTHSC. All written warnings include that subsequent violations may result in more severe sanctions. All students sanctioned for alcohol related misconduct are referred to the Care Team and the Student Assistance Program for additional support assistance. Disciplinary probation may be imposed for a period of time (typically until the student is no longer taking courses or has graduated from the UNTHSC) 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 and one long semester or Expulsion (included in their permanent record), and random alcohol screening until the student is no longer taking courses or has graduated from the UNTHSC. All suspensions include warnings that subsequent violations may result in more severe sanctions. All students sanctioned for alcohol related misconduct are referred to the Care Team and the Student Assistance Program for additional assistance. Disciplinary probation may be imposed for a period of time (typically until the student is no longer taking courses or has graduated from the UNTHSC) 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 sanctions are included in a permanent record for the student. All suspensions include warnings that subsequent violations may result in more severe sanctions. All students sanctioned for alcohol related misconduct are referred to the Care Team and the Student Assistance Program for additional assistance. Disciplinary probation may be imposed for a period of time (typically until the student is no longer taking courses or has graduated from the UNTHSC) 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 imposition for each sanction for alcohol related violations by calendar year.

Sanction (Alcohol Violations)	2013	2014	2015	2016	2017	2018	2019
Consultation	0	0	0	0	0	0	0
Warning	1	0	1	0	0	1	1
Educational Sanctions	0	0	0	0	0	0	0
Loss of Privileges	0	0	0	0	0	0	0
Disciplinary Probation	1	0	1	0	0	0	1
Suspension	1	0	1	0	0	2	0
Administrative Withdrawal	0	0	0	0	0	0	0
Expulsion	0	0	0	0	0	0	0

Drug-Related Misconduct

Drug related misconduct reviewed by the Division of Student 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, 2013 to December 31, 2019, the Division of Student Affairs reviewed twenty-three (23) allegations of drug related misconduct (10.9% of all allegations) for behavior taking place on and off campus. Six (6) of the allegations were self-reported by the student. Twenty-three (23) of these allegations of drug related misconduct were substantiated after review based on greater weight of the evidence, resulting in the imposition of sanctions.

Drug-Related Sanctions

The Student Code of Conduct & Discipline outlines the possible sanctions for misconduct. The sanctions can include: Written Warning; Educational Sanctions; Loss of Privileges; Disciplinary Probation; Suspension; Administrative Withdrawal; Expulsion; Immediate/Interim Suspension; Restitution; and No-Contact Order.

Sanctions issued 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.

Sanctioning may include a status-based sanction (i.e. disciplinary probation) in effect for a period of time meant to deter future misconduct, and mandatory random drug screening while the student is enrolled in courses until they graduate or are no longer a student. Educational sanctions 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, drug violations were typically sanctioned 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

growth and meaning making around violations of the Student Code of Conduct and Discipline, 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 procedures to mirror the same growth. In alignment with the Pathway Program, students that self-report a first-time drug-related incident of lower severity are typically provided a consultation or written warning sanction 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, along with random drug screening until the student is no longer taking courses or has graduated from the UNTHSC. All written warnings include that subsequent violations may result in more severe sanctions. All students sanctioned for drug related misconduct are referred to the Care Team and the Student Assistance Program for additional assistance. Disciplinary probation may be imposed for a period of time (typically until the student is no longer taking courses or has graduated from the UNTHSC) 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), and random drug screening until the student is no longer taking courses or has graduated from the UNTHSC. All suspensions include warnings that subsequent violations may result in more severe sanctions. All students sanctioned for alcohol related misconduct are referred to the Care Team and the Student Assistance Program for additional assistance. Disciplinary probation may be imposed for a period of time (typically until the student is no longer taking courses or has graduated from the UNTHSC) 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 sanctions are included in a permanent record for the student. All suspensions include warnings that subsequent violations may result in more severe sanctions. All students sanctioned for drug related misconduct are referred to the Care Team and the Student Assistance Program for additional assistance. Disciplinary probation is imposed for a period of time (typically until the student is no longer taking courses or has graduated from the UNTHSC) 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 Division of Student Affairs may also require students with egregious or repeated drug related violations to seek drug education or counseling with an appropriately licensed

professional within the community and provide documentation of completion as a condition of enrollment.

The table below shows the frequency of imposition for each sanction for drug related violations by calendar year.

Sanction (Drug Violations)	2013	2014	2015	2016	2017	2018	2019
Consultation	0	0	0	0	0	0	1
Warning	0	4	1	1	2	2	1
Educational Sanctions	0	0	0	0	0	0	0
Loss of Privileges	0	0	0	0	0	0	0
Disciplinary Probation	0	3	0	0	0	0	1
Suspension	0	0	1	2	0	0	0
Administrative Withdrawal	0	0	0	0	0	0	0
Expulsion	0	3	0	0	1	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 UNTHSC 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 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 & Discipline to the Student Conduct Officer for investigation. It is the charge of the Student Conduct Officer to implement sanctions 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 UNTHSC 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 2018 Recommendations:

1. Create a Drug & Alcohol Abuse Prevention Programs (DAAPP) Committee to assess drug and alcohol abuse prevention programs. The committee will meet quarterly 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 sanctions related to drug and alcohol violations to ensure consistent treatment in enforcement of disciplinary sanctions; and
 - Produce a report of biennial review findings.

Status Update: This has been completed with two iterations. The first iteration formed a DAAPP Committee to focus on the objectives outlined above. The second iteration created a branch-off programming committee to develop, implement, and assess DAAPP specific programming.

2. DAAPP Committee will develop a semester calendar of drug and alcohol abuse programming published in January and September of each year for the UNTHSC community. The DAAPP Committee will collaborate with the UNTHSC offices of Wellness Services, Police Department, Human Resources, Student Health Clinic, and Student Development, as well as Fort Worth community partners to develop more proactive and effective programming in connection with drug use and alcohol consumption. The calendar will be placed on the Office of Wellness Services (now the Office of Care and Civility) website and promoted at New Student Orientation, New Employee Orientation, as well as throughout the calendar year.

Status Update: DAAPP programming is a specific agenda item at both New Student Orientation and Employee Orientation. A link to programming can be found at: <https://www.unthsc.edu/students/student-affairs/drug-free-schools-and-communities-act-dfzca/>.

3. The DAAPP Committee will collaborate with Academic Affairs by adding faculty representative(s) to the committee.

Status Update: A faculty member from the School of Public Health has been added as a committee member to the DAAPP Programming Committee.

4. The DAAPP Committee will administer the American College Health Association's National College Health Assessment starting in 2019 and participate every three (3) years. The National College Health Assessment will

provide a comprehensive picture of our students' health by providing data about our students' health habits, behaviors, and perceptions regarding alcohol, tobacco, and drug use; sexual health; weight, nutrition, and exercise; mental health; and personal safety and violence.

Status Update: The National College Health Assessment was administered to the UNTHSC student population in November 2018. An Executive Summary and action items can be found at: <https://www.unthsc.edu/care-and-civility/national-college-health-assessment-ii-2018/>. It was decided based on best practices that the NCHA will be distributed every two years, with the next administration being in November 2020.

5. The DAAPP Committee will focus on prevention and education about prescription drug abuse, based on the number student conduct findings and Care Team referrals that are related to prescription drug abuse.

Status Update: Specific programs were tailored to prescription drug abuse. A summary of these programs can be found on page 11 of the 2020 Biennial Report.

6. All drug and alcohol related violations and referrals will be "tagged" in our Maxient software system that houses student conduct and Care team cases to allow for more efficient and effective tracking of these cases.

Status Update: This has been completed by both Care Team and Student Conduct in the Maxient system.

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.
2. The DAAPP will align stress management and preventative programming with the institutional Wellbeing Quality Enhancement Plan.
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.
4. The National College Health Assessment will be administered to the UNTHSC student population for a second time in November 2020.
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.
 - 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.
 - c. Objective 3: Create a culture of care and civility at UNTHSC.
 - i. 100% of AOD violations are self-reported.
 - d. Develop an inclusive targeted marketing of AOD programming and resources.
 - e. Promote and facilitate safe medication disposal.
6. Develop and implement an assessment plan for DAAP Programming.
7. Stratify the AOD tag in Maxient even further to increase clarity around AOD related cases to DAAPP: Alcohol and DAAPP: Drugs.

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 the UNTHSC students, faculty and staff.

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3/30/2020

President’s Office

Date

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3/30/2020

Office of Compliance & Integrity

Date