Part 86, Drug-Free Schools and Campuses Regulations Compliance Report

Texas Christian University

Biennial Review 2016



Bianca Newton, M Ed, CHES Program Manager, Alcohol & Drug Education

Consultants for DFSCA

2016

Caroline Albritton
Program Specialist, Alcohol & Drug Education

Evan Saperstein Hall Director, Housing & Residence Life

David Cozzens Associate Vice Chancellor of Student Affairs, Dean of Campus Life

> Yvonne Giovanis Associate Director, Wellness Center

> > Mary Kincannon University Registrar

Andrea Nordmann Chief University Compliance Officer

Kristen Taylor Director of Employee Relations, Human Resources

Susie Olmos-Soto Associate Director of Organizational Development, Human Resources

Ebony Rose Director of Student Organizations, Student Development Services

Eric Wood Associate Director, Counseling and Mental Health Center

> Jeremy Steidl Assistant Dean, Campus Life

> Nick Whitesell Assistant Dean, Campus Life

J.C. Williams Assistant Chief, TCU Police Department

Part I: Review of Alcohol and Drug Education Programs

Texas Christian University strives to be a world-class, values centered institution. Our mission as a university is to educate individuals to think and act as ethical leaders and responsible citizens in the global community. Through the implication and campus wide execution of a drug prevention program we strive to reach this vision.

TCU Prevention efforts are consistent with the 3-in-1 Framework as identified by the National Institute of Alcoholism and Alcohol Abuse (NIAAA) as recommended practices for colleges and universities. The environmental approaches include: the Community Coalition *The Bottom Line* which was rebranded in 2016 as *The Power 2 Choose, TIPS* trainings, Frogs CARE peer education. Individual approaches include utilizing Motivational Interviewing techniques in alcohol and drug assessments with students, as well as the Alcohol.edu for college online education program for every first year student. Other collaborative educational prevention programs and wellness initiatives exist representing the institutionalization of addressing alcohol and drug issues as an entire campus community. These include programs and partnerships with Housing and Residence Life, where they utilize motivational interviewing for every student found in violation of the alcohol policy as well as hosting prevention and education programs in the hall that are available to all students. Athletics incorporates prevention practices and substance abuse education into their Horned Frog Academy in addition to mandating a session with program personnel in Alcohol and Drug Education for any failed drug test. Other partnerships include Academic Affairs and Fraternity and Sorority Life to name a few.

Information regarding TCU's drug prevention program is in the Alcohol & Drug Education Office, located in Samuelson Hall and online at www.ade.tcu.edu. Supplemental information is located in the TCU Student Handbook www.studenthandbook.tcu.edu, the TCU Faculty Staff Handbook www.tcu.edu/files/Faculty_Staff_Handbook.pdf, and the Student-Athlete Handbook www.gofrogs.com/compliance/compliance-home.html.

- 1. Statements of the AOD Program Goals and Discussion of goal achievement:
 - a. TCU Alcohol & Drug Education promotes responsible decision making and healthy lifestyle choices for TCU students, particularly regarding alcohol, drugs, and related issues.
 - b. Aim of reducing the impact of high risk drinking and moving toward a process of being less punitive and more toward best practices.
 - c. We have geared our sanctions more in line with developing students and have trained our staff to identify ways to assist and refer members of the community to help reach the aforementioned goals.
- 2. Summaries of AOD program strengths and weaknesses:
 - a. Strengths include the ability to assess program and make changes.
 - b. Moving toward a model that is consistent in the follow up procedures post-violation between Residence Life and Alcohol and Drug Education.
 - c. The continued emphasis on education.
 - d. Shift in sanctions that yield more to a health safety model based on feedback model.
 - e. The utilization of online education tools and in person education incorporated into family and student orientation.
 - f. Weaknesses include the lack of ongoing assessment from individuals not directly involved in the adjudication process.
 - g. Also, the simultaneous change in policy and enforcement did not allow for a baseline in comparison of the two.

- 3. Procedures for distributing annual AOD notification to students and employees:
 - a. Mail for all first year student.
 - b. Via email for all registered students.
 - c. During new student orientation.
 - d. Training for all student organizations and for faculty and staff.
 - e. A campus wide email with the updated link to the Handbook.
 - f. For those whose positions do not utilize computers a hard copy of the handbook is delivered.
- 4. Copies of the policies distributed to students and employees:

For students

- a. During "Need to Know", a new student welcome week program.
- b. Via Resident Hall Welcome Meetings for all students living on campus.
- c. In campus wide emails sent once a semester from the Campus Life Office.

For employees

- d. Mailed to each faculty and staff member.
- e. Via a mandated compliance course which must be completed biennially for all employees
- f. Additionally, all new employees are required to complete the Code of Conduct course within the first 30-days of their hire date. Within the training course, an employee acknowledgement is recorded by date that each employee has read, understood and will comply with the Code of Conduct policy.
- 5. Recommendations for revising AOD programs:
 - a. Reviewing discretionary privileges given to Staff for Alcohol policy enforcement.
 - b. Continued observation of impact and effect of the decentralized enforcement.
 - c. Continued outreach and calibration from offices and campus partners.
 - d. Further Faculty and Staff survey from those not directly involved in the adjudication process of policies.

Part II: Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees

These items can be found in The TCU Student Handbook which is available online and embedded into out Alcohol.edu online education program which every student must complete prior to the first day of class. In addition to these two avenues for our students, each student registered in 3 or more credit hours also receives an email at the end of the first week of classes. The email reads as follows:

Dear Frogs,

Welcome to TCU 2016 Fall term!

Part of the TCU Mission statement- "to think and act as ethical leaders and responsible citizens" means we live respectfully and abide by standards in the TCU community. The entire TCU Student Handbook is online www.studenthandbook.tcu.edu and it is which are explained in full in the Handbook.

Please take a few minutes to carefully read the Alcohol and Drug standards summarized below. If you have any questions, or there is any way we can assist you, please call Campus Life @ 817-257-7926 or campuslife@tcu.edu or contact Alcohol and Drug Education @ 817-257-7100.

Best wishes for a very successful spring semester.

Go Frogs!

David S. Cozzens, PhD Associate Vice Chancellor of Student Affairs and Dean of Campus Life

A Standards of Conduct

TCU has the responsibility of maintaining an educational environment conducive to academic achievement. Though each individual ultimately must decide whether or not to drink alcohol, the University has determined what practices will be permitted by student members of the Horned Frog family.

The legal drinking age in the State of Texas is 21. TCU upholds the State law and also has further specific regulations to govern the use, sale, and possession of alcoholic beverages. Students who are 21 and older may possess and consume alcohol in three locations/situations on-campus:

- 1. In a residence hall or fraternity/sorority house room/apartment where all students are at least 21.
- 2. If one resident is 21 and one is not, the resident of legal age may possess and consume alcohol as long as only the residents of the room are present.
- 3. Those 21 and older may consume alcohol in designated tailgating locations from five hours before and one half hours after a home game, unless otherwise noted.

Drinking alcohol is always prohibited in hallways, stairways, elevators, lobbies, chapter rooms, recreation areas, restrooms, and all other areas of the residence hall. Kegs, beer bongs, and other paraphernalia used for alcoholic beverages are not permitted anywhere on the campus. Containers designed for alcoholic beverages and empty containers will be treated as evidence of use in residence hall rooms. Containers may not be used for decorative purposes. Students who choose to drink are expected to handle alcohol responsibly and adhere to the laws of this city, state, and university. Being intoxicated/drunk is a violation of the Code of Student Conduct and will also result in sanctions. Violations of any of these regulations will be considered grounds for disciplinary action. Kegs and other common sources used for alcoholic beverages are not permitted on campus. Individuals and organizations allowing kegs or other common sources of alcohol on campus property are subject to fines and disciplinary action

No person may provide an alcoholic beverage to any person less than 21 years of age. Students' rooms/apartments may not be used as "open bars", but may be used for private gatherings with no more than six guests, all of who must be at least 21 years of age. If a student is under 21 and in a room/apartment where alcohol is present, an alcohol violation may be written for all students present (regardless of age). If the residents of student room/apartment are not of legal drinking age, neither residents nor their guests (even if they are 21) may bring alcohol into the residence at any time.

Health Risks of Using Alcohol and Other Drugs

Alcohol

- Frequent or heavy use of alcoholic beverages can result in negative brain development, cirrhosis of the liver, cancer of
 the liver, cancer of the mouth, throat and pancreas; stomach ulcers; heart damage; lowered sex hormone production; and
 lowered immunity to infections and disease.
- Alcohol use is involved in most campus behavioral concerns: assaults, accidents, and other issues that impede student health/safety and academic success.
- Use of alcohol is involved in half of all traffic-related deaths and permanent disabilities.
- Alcoholism can lead to family dysfunction and violence. Alcoholics are six or more times as likely to commit suicide as non-alcoholics.

Drugs

- The use of illegal drugs, including but not limited to marijuana, cocaine, heroin, crack, amphetamines, psychedelics and so called "designer drugs" has been shown to result in physical and mental disorders.
- Lung damage (including lung cancer), lowered immunity to disease, memory loss, depression, flashbacks, lowered
 production of sex hormones, birth defects, low birth weight infants and severe psychological disorders may result from
 the use of drugs.
- These drugs are highly addictive, both physically and psychologically. The body builds a tolerance to such drugs so that larger and more frequent doses are required to satisfy the need for the drug.

Campus Resources for Students

A student who voluntarily seeks help for drug or alcohol abuse is not subject to disciplinary action; in fact, University officials will do everything they can to assist the student in obtaining appropriate treatment. If the student continues to use drugs, then he/she does become subject to disciplinary action.

Medical Amnesty/Good Samaritan Policy

The University recognizes that in an alcohol or other drug-related emergency, the potential for disciplinary action by the University may act as a barrier to students seeking medical assistance; therefore, the University has a Medical Amnesty protocol as part of our comprehensive approach to reducing the harmful consequences caused by the consumption of alcohol or other drugs. The University's main concern is the well-being, health, and safety of its students. An individual who calls for emergency assistance on behalf of a person experiencing an alcohol or other drug-related emergency will not face formal disciplinary action by the University for the possession or use of alcohol or other drugs. The individual will be referred to Alcohol & Drug Education for a discussion about the student's perceptions and choices regarding alcohol use, etc.

The Medical Amnesty protocol applies to straightforward cases of alcohol or other drug-related emergencies. The Medical Amnesty protocol does not excuse co-occurring Code of Student Conduct infractions or other incidents related or unrelated to the medical emergency.

Alcohol & Drug Education

The TCU Alcohol and Drug Education (ADE) office is based on a philosophy of student development that incorporates personal and community wellness. The mission of the program is to enhance students' overall academic experiences and personal development through the promotion of responsible decision making and healthy lifestyle choices, especially regarding alcohol and other drugs. ADE encourages students to develop a sense of responsibility for themselves, for others, and for the University by assuming leadership in setting behavioral norms for the campus community. To this end, ADE sponsors Frogs CARE (Frogs

Committed to Advocacy, Responsibility, and Education). Frogs CARE is an organization which brings together concerned students committed to making a positive difference in the university environment.

The staff of ADE includes professionals who provide educational screenings and consultations for individuals and groups as well as recovery support with the weekly Recovery Support Group. ADE also provides professional Student Affairs staff who offer expertise in prevention programming and training. Programs designed for academic classes, residence halls, and other student groups include, but are not limited to, Alcohol & Other Drug Jeopardy, Women and Alcohol, Men and Alcohol, Alcohol Effects from Head to Toe, Alcohol Mythbusters: Fact or Fiction, and Responsibility and Alcohol: Use or Abuse? Most programs are individually designed to meet the specific needs of the group or organization requesting the presentation. Anyone interested in services available through Alcohol & Drug Education is encouraged to visit the office (located on the bottom floor of Samuelson, next to the TCU Counseling Center) or to call 817-257-7100.

Disciplinary Sanctions

Alcohol

Students must carry student IDs at all times and should present them upon request of a university staff member (including Resident Assistants and TCU Police). Violations of the alcohol policy will subject the student to the following minimum disciplinary sanctions:

First Offense

- The student will be required to permanently dispose of all the alcohol and containers in his/her possession or it will be confiscated and disposed of by a University staff member.
- A \$75 fine will be charged to the student. The charge will read as an "alcohol policy violation" on the student's bill from the University.
- The student must complete the online "AlcoholEdu" sanction program and discuss the results with either a Hall Director or ADE staff member.

Second Offense

- The student will be required to permanently dispose of all the alcohol in his/her possession or it will be confiscated and disposed of by a University staff member.
- A \$100 fine will be charged to the student. The charge will read as an "alcohol policy violation" on the student's bill from the University.
- The student must attend a 2 hour alcohol education workshop designed for persons who have repeated violations and 2-3 BASICS sessions with ADE staff. The student is responsible for any education workshop cost.
- The student must complete 10 hours of community service to be facilitated by ADE staff.
- A letter will be sent to the student, and to the student's parents, with a copy going to his/her file in the Office of the Dean of Campus Life citing the student's alcohol violation and the consequences for further violations.

Third Offense

- The student will be required to permanently dispose of all the alcohol in his/her possession or it will be confiscated and disposed of by a University staff member.
- A \$150 fine will be charged to the student. The charge will read as an "alcohol policy violation" on the student's bill from the University.
- The student will be referred to the Dean of Campus Life and placed on University disciplinary probation. Residence hall students may be subject to removal from the residential living program at TCU for a minimum of one semester.
- The student must complete 20 hours of community service to be facilitated by ADE staff
- The student will be referred to a licensed mental health provider, on or off campus, to obtain an assessment and recommendation(s).
- A letter will be sent to the student, and to the student's parents or guardians, with a copy going to his/her file in the Office of
 the Dean of Campus Life citing the student's alcohol violation and the consequences for further violations.

Drugs

Students enrolled in Texas Christian University are subject to disciplinary action for the possession, manufacture, use, sale or distribution (by either sale or gift) of any quantity of any prescription drug or controlled substance or for being under the influence of any prescription drug or controlled substance, except for the use of an over-the-counter medication or for the prescribed use of medication in accordance with the instructions of a licensed physician. Controlled substances including but not limited to: marijuana, K2 and other synthetic cannabinoids, synthetic stimulants (such as bath salts), cocaine, cocaine derivatives, heroin, amphetamines, barbiturates, steroids, edibles, LSD, GHB, Adderall, Rohypnol, and substances typically known as "designer drugs" such as "ecstasy." Possession of paraphernalia associated with the use, possession or manufacture of a prescription drug or controlled substance is also prohibited (see Code of Student Conduct section, Drugs). Students having prohibited substances in their residence and students in the presence of these substances or paraphernalia may be subject to the same penalties as those in possession.

There are some instances where a student may be asked or required to submit to a drug screen examination. The minimum penalty for a first-time non-incident based positive drug screen will be referral to drug education counseling or to a drug treatment program and disciplinary action at the discretion of the Dean of Campus Life. A letter may be sent to the parents or guardians of any student under 21 years of age who had a positive drug screen.

The minimum penalty for a first-time violation of the Drug Abuse Policy for use or possession of a prescription drug or controlled substance will be disciplinary probation for a full year, participation in drug education counseling, 80 hours of community service, and subject to random drug-testing for a full year. The student may be evicted from University residence halls, especially if the use or possession happened in a University-owned facility or at a University-sponsored event. The parents or guardians of any student found in violation of the drug policy may be contacted regarding the violation. Amount and type(s) of substance(s) found will be taken in to consideration during educational discipline and sanctioning processes.

Any student who violates the Drug Abuse Policy for use or possession of a prescription drug or controlled substance for a second time or has an additional positive drug screen may be suspended from the University for at least one year. Readmission to the University will occur only after the suspended student provides proof of drug counseling and/or treatment from a licensed counselor or certified treatment program.

Possession of drug paraphernalia, including but not limited to "bongs", pipes, hookahs, and/or other devices that may be used to facilitate consumption of illegal drugs, may subject a student to the same penalties as those imposed for use and possession of a prescription drug or controlled substance.

The penalty for a violation of the Drug Abuse Policy for sale, distribution, or manufacture of a prescription drug or controlled substance will be permanent expulsion from the University.

In all offenses, depending upon the surrounding circumstances, additional disciplinary sanctions may be levied. Individual and organizational violations will accumulate for one academic year.

Legal Sanctions

In addition to sanctions imposed by the University for violation of the Alcohol and/or Drug Policy, a student may be subject to regulations of civil authorities. The information below outlines federal and state laws regarding alcohol and other drugs.

Alcohol and Drug Penalties

		TEXAS STATE L	AW .	
OFFENSE	CLASS/DEGREE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT	FOR MINORS
Manufacture or delivery or controlled substance (Fingle)	State Just Persony to Person Degree Feating	Lip to 2 years in jal, a tive of up to \$10,000 and 150 day driver's lownea- suspension	15 years to the in just and a time of up to \$250,000	Automatic 1 year gilver toence outpencon
Possession of controlled substance (Shaps)	State Jan Fereny to Find Deigne Fetore	Cip to 2 years in just, a time of up to 6 to 2000 and 160 day diffuents loanse sospension	15 years to the in pit and a line of up to \$250,000	Autorialis: 1 year driver Some suspension
Potamision or deducing of numbers	Class 8 Moderne and its First Degree Fearly	190 days in just or a few of up to \$2,500, or tools and 180 day driver's toorse suspension	S years to die in just and a tine of up to \$100,000	Automatic 1 year grown lownce suspension
Orwing white mississated (allothis or other drugs or both)	Class 8 Misaemeanor to Thirs Degree Fearing BAC - 08	72 Nation, to 180 days, in jail or a fine of up to \$2,200; or 54th and 50 day driver's forenew suspension.	2 to 10 years in par and a fine of up to 510,000 and 1 year down's towner suspension.	Any detectable amount automotic 1 year driver forme suspension
Public Hostcation	Class C Mindernege or	Fine of up to 1500	Pine of \$250 to \$2,000, jult Sine of up to 160 days, community service of 8 to 40 hours, others some suspension for 20 to 190 days and attended people of 20 to 190 days and attended people of 20 to 190 days and attended people of 20 to 190 days and attended to 190 days and 190 days an	Degit will masmust pursonners
Purchase, consumption or possessor of another by a netice	Class C Mademilianor	Affectione alcohor aucore- ness class, 25°-40 rouns community service, thre-up to \$500, 30-day driver's tornue suspension	180 Say ditien's lowner suspen- sion, up to 52,000 fine, 140 day jail term	Automatic 30 day outpendon of dhiers formul
Furnishing or case of alcohol to a name	Casa A Visidemeanor	Firm up to \$4,000, up to one year in Jak, or both, 160-day dhier's foamus suspension.	Fine up to \$4,000, up to one year in just, or both	NeA

FEDERAL LAW					
OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT			
Manufacturity, distribution or dispensing of lengar strugs.	onpersonment up to 1 year, and a fine or \$100,000 or both	Life imprisonment (no parise) and the up to 3.1 million (individual) or 310 million (individual)			
Ровьевшоп от веды опида.	Impropries for up to 1 year and a fine of not seed than 31,000 or both	5 to 20 years imprisonment and fine of at seal \$1,000 pain investigation/court cools			
Cestrowton of anyte to a person under 21 years of age	At netimen, double the federal penalty for distribution of drugs	At minerium, tipse the federal penalty for distribution of drugs.			

The information in this email meets the requirements for annual notification of the Drug-Free Schools and Campuses Regulations (EDGAR) Part 86.

Faculty and Staff: At the start of each academic year, a campus-wide email is distributed to notify employees of the link to the updated "Handbook for Texas Christian University Faculty & Staff". Additionally, for individuals in facilities services, physical plant and residential housekeeping, whose job functions do not utilize a computer, a hard copy of the Handbook is delivered and are personally addressed to the employee. Hard copies are also provided to key administrators (e.g. vice chancellors, executive level administrators, deans, etc.). The Faculty and Staff Handbook is available online at http://hr.tcu.edu/wp-content/uploads/Faculty-Staff-Handbook-2016-2017.pdf

Part III: A list of applicable legal sanctions under federal, state, or local laws for the unlawful possession or distribution of illicit drugs and alcohol

The alcohol and drug penalties for students are covered as a part of the training done in the Student Activities executive board session. One member of the executive board for each registered organization at TCU must attend this training in the fall of each academic year. The attending member is then responsible for presenting the information to their general organization members. Students are also informed of the legal sanctions under federal guidelines and laws in the Student Handbook www.studenthandbook.tcu.edu and on the Alcohol.edu online education module for our incoming first year students.

Staff and Faculty: Within the *Drug-Free Workplace Act Policy* (2.007), Section IV of the policy notes the following sanctions for an employee who does not comply with the policy: *The penalty for violation of the university's policy on drug and alcohol abuse may range from a reprimand to suspension without pay for an appropriate period or termination of employment.* The Faculty/Staff Handbook is available online at http://hr.tcu.edu/wp-content/uploads/Faculty-Staff-Handbook-2016-2017.pdf. The University's policies referencing drug and alcohol abuse can be found online at https://hr.tcu.edu/employee-services/faculty-staff/policies-procedures/.

Alcohol and Drug Penalties

		TEXAS STATE L	AW	
OFFENSE	CLASS/DEGREE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT	FOR MINORS
Manufacture or delivery of controlled substance (drugs)	State Jail Felony to First Degree Felony	Up to 2 years in jail and a fine of up to \$10,000	10 years to life in jail and a fine of up to \$250,000	Same
Possession of controlled substance (drugs)	State Jail Felony to First Degree Felony	Up to 2 years in jail and a fine of up to \$10,000	15 years to life in jail and a fine of up to \$250,000	Same
Possession or delivery of marijuana	Class B Misdemeanor to First Degree Felony	180 days in jail or a fine of up to \$2,000, or both	5 years to life in jail and a fine of up to \$250,00	Same
Driving while intoxicated (alcohol or other drugs or both)	Class B Misdemeanor to Third Degree Felony BAC 08	72 hours to 180 days in jail or a fine of up to \$2,000, or both	2 to 10 years in jail and a fine of up to \$10,000	Any detectable amount
Public intoxication	Class C Misdemeanor	Fine of up to \$500	Fine of \$250 to \$2,000, jail time of up to 180 days, community service of 8 to 40 hours, driver's license suspension for 30 to 180 days and attend one alcohol awareness class	Begin with maximum punishment
Purchase, consumption or possession of alcohol by a minor	Class C Misdemeanor	Attend one alcohol aware- ness class, 20-40 hours community service, fine up to \$500, 30-day driver's license suspension	180 day driver's license suspen- sion, up to \$2,000 fine, 180 day jail term	N/A
Sale of alcohol to a minor	Class A Misdemeanor	Fine up to \$4,000, up to one year in jail, or both, 180-day driver's license suspension	Fine up to \$4,000, up to one year in jail, or both, 150-day driver's license suspension	N/A

FEDERAL LAW				
OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT		
Manufacturing, distribution or dispelling of illegal drugs	Imprisonment up to 3 years, and a fine of \$250,00 or both	Life imprisonment (no parole) and fine up to \$8 million (individual) or \$20 million (other)		
Possession of illegal drugs	Imprisonment for up to 1 year and a fine of not less than \$1,000 or both	5 to 20 years imprisonment and fine of at least \$5,000 plus investigation/court costs		
Distribution of drugs to a person under 21 years of age	Double the federal penalty for distribution of drugs	Triple the federal penalty for distribution of drugs		

Part IV: A description of the health risks associated with the abuse of alcohol or use of illicit drugs and a list of drug and alcohol programs (counseling, treatment, rehabilitation, and re-entry) that are available to employees or students

For students this information may be found in the TCU Student Handbook. The Handbook is available online: www.studenthandbook.tcu.edu.

Health Risks Associated With Substance Abuse

Abuse of alcohol and drugs has been shown to cause serious health problems including:

Alcohol

- Frequent or heavy use of alcoholic beverages can result in brain damage, cirrhosis of the liver, cancer of the liver, cancer of the mouth, throat and pancreas; stomach ulcers; heart damage; lowered sex hormone production; and lowered immunity to infections and disease.
- Alcohol use by pregnant women can also cause birth defects, lowered birth weight and/or mental retardation in children.
- Use of alcohol is involved in half of all traffic-related deaths and permanent disabilities.
- Alcoholism can lead to family dysfunction and violence. Alcoholics are six or more times as likely to commit suicide as non-alcoholics
- Alcohol remains the most commonly used chemical in crimes of sexual assault.

Drugs

- The use of illegal drugs, including but not limited to marijuana, cocaine, heroin, crack, amphetamines, psychedelics and so called "designer drugs" has been shown to result in physical and mental disorders.
- Lung damage (including lung cancer), lowered immunity to disease, memory loss, depression, flashbacks, lowered production of sex hormones, birth defects, low birth weight infants and severe psychological disorders may result from the use of drugs.
- These drugs are highly addictive, both physically and psychologically. The body builds a tolerance to such drugs so that larger and more frequent doses are required to satisfy the need for the drug.

Every student receives an email from the Campus Life Office each semester containing this information in the body of the email (see sample email in section 2 of this report).

As for staff and faculty, the information may be found in the Handbook for Faculty and Staff. A copy of the Handbook is available online at www.tcu.edu/files/Faculty_Staff_Handbook.pdf. Every faculty and staff person must check annually that they are aware and that they are responsible for the policies of the University when they log on to my.tcu.edu. Policy 2.006 Drug-Free Workplace Act and Policy 2.007 Drug and Alcohol Abuse also reference these standards http://hr.tcu.edu/employee-services/faculty-staff/policies-procedures/.

Part V: A clear statement that the IHE will impose disciplinary sanctions on students and employees for violations of the standards of conduct and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution

This information is available for students in the TCU Student Handbook, the email from Campus Life at the start of the semester, as well as during the mandatory welcome meetings that Housing and Residence Life host on the night prior to the start of each semester for every student living in on-campus housing. The University alcohol and drug policy is clearly outlined in the Handbook and is consistent with federal, state, and local laws. Sanctions for alcohol and drug policy violations are also clearly outlined in the Handbook and processed consistently for incidents documented through the Maxient discipline database program. Maxient is monitored by the Campus Life office.

For our faculty and staff this information can be found in the Handbook for Faculty and Staff available online. Moreover, every faculty and staff person must check annually that they are aware that they are responsible for the policies of the University when they log on to my.tcu.edu. Policy 2.006 Drug-Free Workplace Act and Policy 2.007 Drug and Alcohol Abuse also reference these standards http://hr.tcu.edu/employee-services/faculty-staff/policies-procedures/.

Part VI: The above materials that note our compliance with the Drug-Free Schools and Campuses Regulations Compliance Act are distributed in the following ways:

Students receive the information via:

- Email once a semester.
- During freshman and new student orientation
- During Need2Know program for all first-year students, prior to the beginning of the fall semester.
- Residence Hall Welcome Meetings to all on-campus students (see outline at the end of this report)
- Individual student leader trainings and student organization programs
- Student organization risk management training and Student Organization Handbook tcu.orgsync.com/Resources (see excerpt at the end of this report)
- TCU website www.studenthandbook.tcu.edu

Part VII: Conclusion

Overall this report is required to have two objectives met. These objectives are:

- a) To determine the effectiveness of, and to implement any needed changes to, the AOD prevention program.
- b) To ensure that campuses enforce the disciplinary sanctions for violating standards of conduct consistently.

We have assessed our program and the challenges and opportunities that present themselves and have a continued commitment to have an evidence-based program that leads to harm-reduction and educating for all students, faculty and staff who are members of the Horned Frog community. We are ensuring that we are committed to continued enforcement and utilize many campus partners to see that the Code of Conduct as well as federal and state laws are upheld by all members of our community to the best of our ability.

Signature	Date
Brilin	12142016
Chancellor Acknowledgment:	
as lederal and state laws are upheld by all members of o	ur community to the best of our ability.



HD Welcome Meeting Agenda

- 1) Welcome from HD
 - -Introduce self and role
- 2) Any fun building history or goals they have for year.
- 4) Hall Crew/HCA and get involved
- 5) Safety and Security/Policies your responsibility to know handbook

*If you have any medical conditions, please let me know in private. This is in the case of an emergency, we can be equipped to assist. Information is confidential.

- *Please take care to secure any prescription medicine. Please do not leave in the open.
- *Alcohol Easy not 21 don't drink or have alcohol in your room
- *Medical Amnesty
- *Drugs illegal don't do
- *Quiet Hours 10:00pm to 10:00am
- *Visitation hours are typically 12 noon to 12 midnight Sunday through Thursday, and 12 noon to 2a.m. Friday and Saturday.
- *All guests are expected to be escorted by their hosts at all times and the resident is responsible for their guest observing hall and University regulations.
- *Occasional overnight guests of the same sex are allowed in a resident's room if they do not create an inconvenience for the resident's roommate or other residents. If a guest will be staying for more than two days, the resident will need to get approval from the hall director. Regardless of the length of stay, the resident should inform the resident assistant of any guest.
- 6) Frogs First Frogs First will begin on Thursday August 18th with the Kick Off in the Campus Commons at 7pm. You will meet your group for the first time and get to know them. For the most part, the students in your group will be your residents on your floor. There may be some overlap with other floors.
- 7) Dismiss to wing/floor meetings
 - Welcome and Get to Know You Activity
 - o I am an RA, this is why I am here, here is how to reach me
 - Community Standards Discussion
 - O What kind of place do you want to live?
 - What does your environment need to be for you to be successfully socially and academically? Noise, visitation, use of common space, studying
 - o How will we keep our community fit to live in? Vandalism, cleaning, bathrooms
 - How will we interact, watch out for, and support each other? Handling disagreement, support each other, taking care of each other.
 - How will we treat and interact with Hall Staff? Housekeeping, OA, RA, HD
 - This might be a good time to discuss traditions that are specific to your hall and ask for suggestions on creating new traditions.
 - Talk about Hall Crew meetings

Any other topics: