

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

Texas Christian University

**Biennial Review
2020**



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2020

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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 Alcohol and Drug Awareness Coalition* which was rebranded in 2016 as *The Power 2 Choose*, and peer education housed in the Wellness Promotions office. Individual approaches include utilizing Motivational Interviewing techniques in alcohol and drug assessments with students, as well as the “EverFi – AlcoholEdu for College” online education program for all incoming students and “EverFi – AlcoholEdu for Sanctions” online education program for students who violate alcohol policies. 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 residence halls that are available to all students. The Department of Intercollegiate Athletics incorporates prevention practices and substance abuse education into the Horned Frog Academy in addition to mandating a session with program personnel in Alcohol & Drug Education for any failed drug test. Other partnerships include Academic Affairs, Student Development Services, and Fraternity and Sorority Life.

Information regarding TCU’s drug prevention program is available 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 <https://tcu.codes/>, the TCU Faculty & Staff Handbook <http://www.tcu.edu/files/Faculty-Staff-Handbook.pdf>, and the TCU Student-Athlete Handbook https://gofrogs.com/sports/2018/7/16/_compliance_compliance_athletes_html.aspx

1. Statements of the Alcohol and Other Drug (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.
- d. We have created a new Substance Use and Recovery Counselor position within the Counseling Center to meet with students who self-refer for substance use issues.

- e. We have expanded services and opportunities for student engagement and leadership in peer support communities.

2. Summaries of AOD program strengths and weaknesses

Strengths

- a. The ability for program evaluation and to make changes when warranted.
- b. Utilizing a model that allows for follow up procedures post violation between Residence Life and Alcohol & Drug Education.
- c. The continued emphasis on education and harm reduction.
- d. Sanctions that reflect a health safety model and are based on feedback from campus stakeholders.
- e. The utilization of online education tools and in-person education into family and student orientations.
- f. Robust peer support community model for continued care and maintenance.

Weaknesses

- g. The lack of ongoing assessment from individuals not directly involved in the adjudication process.
- h. Also, continual changes in policy and enforcement do not allow for a baseline in comparison of the two.

3. Procedures for distributing annual AOD notification to students and employees

- a. Email for all first year and new incoming students
- b. During new student orientation and in online compliance program for incoming students, “Alcohol Edu for College”
- c. Via email for all enrolled students
- d. Training for all student organizations and for faculty and staff
- e. A campus wide email with an updated link to the Faculty & Staff Handbook
- f. For those whose positions do not utilize computers, Physical Plant, Residential Housekeeping, and Facilities Services, a hard copy of the Handbook is delivered at the beginning of the academic year

4. Copies of the policies distributed to students and employees

For students

- a. Included in the online education program for incoming students, “Alcohol Edu for College”
- b. During a new student in-person welcome program called, “Need 2 Know”
- c. Via Residence Hall’s “Welcome Meetings” for all students living on campus (see attached agenda)
- d. Campus wide emails sent once a semester from the Campus Life Office

For employees

- e. Notification of how to access policies is provided electronically on an annual basis to all faculty and staff members
- f. Via mandated online compliance courses which must be completed annually by all employees

- g. 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 task records the date that each employee has read and understands the policy, in addition to confirming a willingness to comply with the Code of Conduct policy. In subsequent years, employees are required to complete the Code of Conduct course within 30 days of receipt of the training notification.

5. Recommendations for revising AOD programs

- a. Review discretionary privileges granted to faculty and staff for the enforcement of alcohol policy
- b. Continued observation of impact and effectiveness of alcohol policy enforcement
- c. Continued outreach and calibration from offices and campus partners
- d. Implementing faculty and staff surveys for 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:

The standards of conduct can be found in The TCU Student Handbook which is available online and embedded into the *Alcohol Edu for College* online education program, which every incoming student must complete prior to the first day of class. In addition, all students registered in three or more credit hours also receive an email at the end of the first week of classes. The email reads as follows:

Safe and Drug Free Schools and Communities Act Notification

Dear Frogs,

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 **every student’s responsibility to know and adhere to the Code of Student Conduct and University policies** which are explained in full in the Handbook.

Please note that a few minor changes have been made to the Code of Student Conduct, effective this Fall 2019:

1. The following language related to tobacco and nicotine products was added as prohibited conduct under section 3.2.17, Tobacco:

“Use of tobacco or nicotine products on University premises violates the Tobacco Use Policy. Possession of tobacco or nicotine products and/or tobacco or nicotine paraphernalia including but not limited to e-cigarettes, JUULs, vapes, and pipes, in a University residential facility, regardless of age, will be considered a violation.”

Please note that to help educate students about this policy, first-time use of a JUUL or other e-cigarette product will result in an informal conversation with University staff, unless it is an egregious situation during the 2019-2020 academic year. If a student continues to persist in violating the Code after this informal conversation, the response is likely to escalate.

2. The following sentence was added to section 3.2.10, Drugs, to acknowledge that federal law still prohibits use or possession of cannabis on University premises in any form, regardless of state law:
“Any substance that tests positive for THC, regardless of how that substance was sold, will be considered marijuana for the purposes of this policy.”

3. The following section was added as a new sanction (section 5.2.4, Deferred Probation) for prohibited conduct under the Code:
“Deferred Probation shall be assigned when a written warning is insufficient to promote personal growth and positive behavior change in the student. Deferred probation includes active discretionary sanctions with which the student must comply to enhance the educational impact of the process on the student, in addition to written notice for the Code violation. The written notice indicates that a student’s behavior is in violation of the Code and that further violation of the Code may result in more severe conduct sanctions. Students remain in good standing with the University upon receiving deferred probation.”

Please also 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.

Go Frogs!

Michael Russel, Ed.D.
Associate Vice Chancellor of Student Affairs and
Dean of Campus Life

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 are permitted by student members of the Horned Frog family. The legal drinking age in the State of Texas is 21. TCU upholds Texas 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 facility room/apartment where all students are at least twenty-one.
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 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 and campus. 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 and chapter facilities. 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, 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 for themselves or others. To reduce the harmful, potentially deadly, consequences of alcohol and drug overdose, the University has a Medical Amnesty/Good Samaritan policy that seeks to ensure that students concerned about those around them will call for medical assistance when faced with an alcohol or drug-related emergency.

Medical Amnesty exempts students from formal University discipline (alcohol violations, fines, etc.) for those receiving emergency medical attention as well as for the individual(s) who contact TCU staff for assistance (Good Samaritan). To obtain Medical Amnesty, the altered student must have received emergency medical attention and followed the advice of the emergency responder. In addition, both the altered student and Good Samaritan student may be required to participate in follow-up meetings with the Alcohol & Drug Education Center and/or the Counseling Center and the Dean's Office, and comply with recommendations that these offices might prescribe. The Medical Amnesty/Good Samaritan policy applies only to cases of alcohol or other drug-related emergencies. The Medical Amnesty/Good Samaritan policy does not excuse co-occurring Code of Student Conduct infractions.

If an individual receives emergency medical assistance on more than one occasion due to excessive use of alcohol or other drugs, the situation will be evaluated by the Dean of Campus Life (or designee) who may recommend additional resources or sanctions.

Alcohol & Drug Education

Alcohol and Drug Education (ADE) at TCU 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 members, both on and off campus. Appropriate bystander behavior is expected.

The staff of ADE includes staff who provide educational screenings and consultations for individuals and groups, as well as recovery support with the weekly Recovery Support Group. ADE also houses professional Student Affairs staff who offer expertise in prevention programming and training. Programs designed for academic classes, university housing, and other student groups include, but are not limited to Alcohol & Other Drug Jeopardy, Women and Alcohol, Men and Alcohol, The 411 on 420, and values-based presentation that tie substance use to personal/organizational values. Most programs are individually designed to meet the specific needs of the group or organization requesting the presentation.

Anyone interested in services available through the Alcohol & Drug Education is encouraged to visit the office (Samuelson Hall, Lower Level) 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 "eCheckup to go" 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.

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 for one year. 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 use, production, manufacture, distribution (by either sale or gift), sale, or possession 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 3.2.10, 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 a 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. Any student who violates the Drug Abuse Policy for use or possession of a prescription drug or controlled substance for the first time, or has a second positive drug screen, may be placed on disciplinary probation for a full year, required to participate in drug education counseling, 60 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. The amount and type(s) of substance(s) found will be taken into 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 violations will accumulate for over the course of a student’s academic career.

Legal Sanctions

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

Legal Sanctions for Illegal Use of Alcohol and Other Drugs

Texas State Law		
OFFENSE	CLASS/DEGREE	PUNISHMENT
Manufacture or delivery of controlled substance (drugs)	State Jail Felony to First Degree Felony	Minimum: Up to 2 years in jail and a fine of up to \$10,000 Maximum: 15 years to life in jail and a fine of up to \$250,000
Possession of a controlled substance	Class B Misdemeanor to First Degree Felony	Minimum: Up to 180 days in jail and a fine of up to \$2,000 or both Maximum: 15 years to life in jail and a fine of up to \$250,000
Possession or delivery of marijuana	Class B Misdemeanor to First Degree Felony	Minimum: 180 days in jail or a fine of up to \$2,000, or both Maximum: 5 years to life in jail and a fine of up to \$100,000
Driving while intoxicated (alcohol or other drugs or both)	Class B Misdemeanor Class A Misdemeanor if BAC is equal to or greater than .15 Third Degree Felony if 2 or more prior convictions	Minimum: Confinement of 72 hours unless driver had an open container of alcohol in his/her possession in which case the offense is a Class B misdemeanor with a minimum term of confinement of six days in jail. Maximum: 2 to 10 years in jail and a fine of up to \$10,000
Public intoxication	Class C Misdemeanor If under 21 years of age, Texas Alcoholic Beverage Code apply (Sections 106.071 and 106.115)	Fine up to \$500 Fine up to \$500 and attendance at an alcohol awareness program. Where the offender has previously been convicted twice for an alcohol-related offense by a minor, the punishment is a 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 attendance at an alcohol awareness program.
Purchase, consumption, or possession of alcohol by a minor	Class C Misdemeanor	Attendance at an alcohol awareness program, and when the person has been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than \$250 or more than \$2000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver's License or permit for 30 to 180 days and attendance at an alcohol awareness program.
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
Purchase of alcohol for a minor or furnishing alcohol to a minor	Class B Misdemeanor	Fine up to \$2,000, up to 180 days in jail, or both
Misrepresentation of age by a minor to person selling or serving alcohol	Class C Misdemeanor	Attendance at an alcohol awareness program, and where the offender is a minor previously convicted twice for alcohol-related offenses, a fine of not less than \$250 or more than \$2000; confinement in jail for a term not to exceed 180 days; or both fine and imprisonment; community service of 8 to 40 hours; suspension of Texas Driver's License for 30 to 180 days and attendance at an alcohol awareness program.

Federal Law		
OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
Manufacturing, distribution or dispelling of illegal drugs	Imprisonment up to 3 years, and a fine of \$250,000, 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 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.

Employees: Standards of conduct for employees are listed within the Faculty & Staff Handbook. At the start of each academic year, a campus-wide email is distributed to notify employees of the link to the updated Faculty & Staff Handbook. Additionally, for individuals whose job functions do not utilize a computer, such as Facilities Services, Physical Plant and Residential Housekeeping, a hard copy of the Faculty & Staff Handbook is personally addressed and delivered to the employee. Hard copies are also provided to key administrators (e.g. vice chancellors, executive level administrators, deans, etc.). The Faculty & Staff Handbook is available online at <http://www.tcu.edu/files/Faculty-Staff-Handbook.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:

For students: The alcohol and drug penalties are located for students 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 body members. Students are also informed of the legal sanctions under federal guidelines and laws in the student handbook <https://tcu.codes/> and on the *Alcohol Edu for College* online education module for our incoming students.

For employees: Within the Policy 2.007 - Drug and Alcohol Abuse, Section IV of the policy notes the following sanctions for employee who do 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.* Additionally, the policy outlines the applicable legal sanctions under federal and state laws (see Appendix B). The Faculty & Staff Handbook is available online at <http://www.tcu.edu/files/Faculty-Staff-Handbook.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/>.

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 <https://tcu.codes/>.

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).

For employees, the information may be found within the Faculty & Staff Handbook. A copy of the Handbook is available online <http://www.tcu.edu/files/Faculty-Staff-Handbook.pdf>. Every employee must acknowledge that they are aware, understand, and are responsible for the policies of the University when they log on to my.tcu.edu. Policy 2.006 - Drug-Free Workplace Act, <http://hr.tcu.edu/wp-content/uploads/2014/12/Policy2.006-Drug-Free-Workplace-Act.pdf>, and Policy 2.007 - Drug and Alcohol Abuse, <http://hr.tcu.edu/wp-content/uploads/Policy-2.007-Drug-and-Alcohol-Abuse-Policy.pdf>, provide a description of the health risks associated with the abuse of alcohol or use of illicit drugs. Additionally, information regarding the Employee Assistance Program, a resource for employees seeking assistance with counseling, treatment, rehabilitation, and re-entry, is made available online by the Human Resources office, <https://hr.tcu.edu/employee-services/faculty-staff/benefits/employee-assistance-program/>.

Part V: A clear statement that the institution of higher education 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 the night prior to the start of each semester for every student living in 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 employees, this information can be found in the Faculty & Staff Handbook available online. Moreover, every employee must acknowledge 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, <http://hr.tcu.edu/wp-content/uploads/2014/12/Policy2.006-Drug-Free-Workplace-Act.pdf> and Policy 2.007 Drug and Alcohol Abuse, <http://hr.tcu.edu/wp-content/uploads/Policy-2.007-Drug-and-Alcohol-Abuse-Policy.pdf> outline the sanctions associated with violations of the university's standards of conduct.

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 first year and new student orientation
- During Need2Know program for all first-year students, prior to the beginning of the fall semester
- Residence Hall Welcome and Need2Know debrief meetings to all on-campus students (see Appendix A)
- 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)
- The Student Handbook located on the TCU website: <https://tcu.codes/>

Employees receive the information:

- Via the Faculty & Staff Handbook, which is provided on an annual basis

- During New to TCU Orientation sessions
- Within annual mandatory online compliance training modules
- Via email once each academic year

Part VII: Conclusion

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

1. To determine the effectiveness of, and to implement any needed changes to, the AOD prevention program, and
2. 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 that are members of the Horned Frog community. We ensure that we are committed to continued enforcement and utilize many campus partners to see that the Codes of Conduct, both for students and employees, as well as federal and state laws are upheld by all members of our community to the best of our ability.

Chancellor Acknowledgment:

Dr. Victor J. Boschini, Jr., Chancellor

Date

Need 2 Know

Gather for Need 2 Know on your floor:

- Make sure your whole floor is present prior to leaving (N2K is mandatory, so 100% of your floor should be in attendance)
- Move group to the 3rd floor of the BLUU once everyone is present.
 - Come up only on the South staircase (the one next to the BLUU information desk) and join the line to enter the ballroom.

Need 2 Know Session:

- Move group into the ballroom. Fill the front rows first.
- Remind your students to silence and put away their phones for the presentation.
- Students may not leave during the session unless they need to speak with a counselor.
- Help students register their attendance at the end of each N2K session.
- Walk students to your floor for debrief- limited BLUU third floor spaces are reserved for debriefs on a first come, first served basis.
- Take attendance again- Make sure no one is skipping debrief

Need 2 Know Debrief

Objectives:

- To encourage students to contemplate the values they will hold in college.
- Engage students in discussions on positive bystander responses to N2K topics.
- To inform the new students of the campus resources that are available to them (located in the back of the packet) regarding alcohol & drugs, sexual assault, Campus Life, and mental health.

Supplies:

- Attendance Sheet
- Need to Talk Cards
- Title IX Cards
- Pens/pencils
- Notecards
- Values Target
- Bystander Scenario Activity Sheets

Instructions: (45 minutes for entire debrief)

- **Introductory Activity (5 min)**
 - Pass out notecards to students
 - Allow students to anonymously write down their thoughts, concerns, or questions about N2K to help them process the session.

- Note the arrangement the students are sitting in so you can match their cards.
 - Collect the cards in the order of seating so you can scan for concerning thoughts after the debrief and check-in on that student.
- Follow-up with a 1-word check-in. e.g. "Please share with the group one word describing how you are feeling right now."
- Discuss Need 2 Know (8 min) **(without divulging names and details)**
 - Ask the following questions:
 - What stood out to you from the Need 2 Know session?
 - Do you know someone who has dealt with any of the situations discussed during Need 2 Know?
 - How could you support a friend, roommate, or fellow Horned Frog who finds themselves exposed to one of these situations?
 - What types of campus resources or staff members could be beneficial in dealing with the situations covered in Need 2 Know?
 - After seeing the Need 2 Know presentation, what expectations do you have of your fellow Horned Frogs?
- Bystander Activity w/ Scenarios (15 min)

A) Definitions and Explanation (2 minutes) – *Read this information to your group.*

At TCU we expect each other to be pro-social bystanders.

A **bystander** is someone who is not directly involved in a situation, but

- observes violence, discrimination, or negative power dynamics
- OR
- witnesses the conditions that perpetuate violence

A **pro-social** bystander is someone who

- has the choice to intervene, speak up, or do something about the situation
- is in a position to discourage, prevent, or interrupt an incident

Bystander Intervention Steps

You can intervene in three primary ways as a pro-social bystander

- Direct – aim attention at a particular person or situation
- Distract – interrupt the situation without directly confronting anyone
- Delegate – work with others or get help from someone who is better equipped to handle the situation

- Delay- Hold off on talking with the individual until the time is right, feedback will be better received, or for safety reasons

B) Scenario Discussion (7 minutes)

Have the students in your group gather into groups of 3-5 people.

Give each group a sheet with the scenarios and discussion questions. Each group has 7 minutes to read and discuss the scenarios.

Discussion Questions for the Scenarios (these are also on the handouts):

- Did you hear or see something that concerns you?
- Does the situation demand immediate action?
- Who is at risk in this situation? Why?
- Do you have the responsibility to act? What are the risks for action?
- What can you do? What can you encourage others to do?
- How would you implement your action?

C) Debrief (6 minutes)

Have the students share their thoughts and responses to the scenarios.

Some questions to use:

- What did you think about these scenarios?
- Have you, or someone you know, ever been in a similar situation?
- What were some of the things that made you concerned about a scenario?
- What were some of the risks you identified in potentially intervening?
- What were some of the ways your group decided to intervene?

• **Values Activity** (10-15 min)

- Pass around the "Values Target" worksheets
- Ask the students what they believe a value is
 - Read this quote: *"Just as you have values, TCU has values that its students adopt. Now that you are officially on campus, your choices and values have an impact on the culture here. You represent not only yourself, but the integrity of TCU and our Horned Frog Family."*
 - Value – a person's principles or standards of behavior; one's judgment of what is important in life.
 - Creating values is a constant journey in life. It is rare that one can fully attain a value as there are always situations that will test your values and commitment to living your life by these standards.

- Write a value in each of the 4 inner most quadrants of the target (white area)
 - Next, have students write down 2-4 behaviors that they feel display that value (grey outer loop of target)
 - For each value, have students move to the outside of the target and identify at least one barrier to living this value that they feel will arise during the upcoming semester at TCU.
 - For each barrier, the student must come up with a way to overcome that barrier
 - Have the students select ONE value, and find someone on their floor who will be their "accountability person" for this value for the next month. The students should write that person's name in the quadrant of the value they selected.
 - Take a picture of each target on your phone and use these values/barriers in your regular resident check-in conversations over the next semester. You can encourage your students to pick a new value and new partner each month.
- Resources (5 min)
 - Stress important phone numbers to students (5 min)
 - Alcohol and Drug Education Center
 1. Located in the lower level of Samuelson Hall.
 2. Phone Number: (817)-257-7100
 3. TCU Peer Support Group – Weekly Open Meeting
 - TCU Help Line (*remind students this number is on the back of their ID cards*)
 1. Phone Number: (817)-257-7233
 2. Available 24/7
 - Counseling and Mental Health Center
 1. Located in the lower level of Samuelson Hall
 2. Phone Number: (817)-257-7863
 - Hand out Need 2 Talk Cards and Title IX Cards
 - Wrap-up (2 min)
 - Ask if there are any last thoughts on Need2Know or how to live by their values.
 - Remind them of the Hall Socials (Thursday Night) or that they have a 2-hour break for lunch before Real Life @ TCU session (Saturday Morning)

Don't Forget...

- You are NOT a counselor or a problem solver. You are there to listen and encourage them to get plugged in with resources.
- If your students disclose abuse, signs of suicidal ideations, or other concerning behaviors, be clear in letting your new students know that you need to share the information with

someone else and that you'll get them the help they need. Be specific about whom you will share the information.

"If you trust me enough to tell me, I need you to trust me enough to do the right thing with the information."

- If you do talk directly with a TCU counselor, Title IX staff, or Campus Life, update your Hall Director immediately.
- Don't forget to take care of yourself when the conversation is over. Having new students disclose something difficult to you can take a toll on you, too. Talk to your Hall Director about how you're feeling, and don't be surprised if we check up on you later.

Important Phone Numbers:

- Campus Life – 817.257.7926
- Title IX Campus Advocate – 817.257.5225
- Counseling & Mental Health Center - 817-257-7863
- Need 2 Talk (24/7 Counseling Help Line) – 817.257.7233
- TCU Police – 817.257.7777

Appendix B

Texas State Law				
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 a controlled substance	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 \$250,000	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 on alcohol awareness class, 20-40 hours of community service, fine up to \$500, 30-day driver's license suspension	180 day driver's license suspension, 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, 180-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 \$250,000, 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 penalty for distribution of drugs