

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

**Texas Christian University**

**Biennial Review  
2024**



**STUDENT AFFAIRS**

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**2024**

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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 Education office. Individual approaches include utilizing Motivational Interviewing techniques in alcohol and drug assessments with students, as well as the “Vector – AlcoholEdu for College” online education program for all incoming students and “Vector – AlcoholEdu for Sanctions” online education program for students who violate alcohol policies. An in-depth Alcohol Education Workshop is offered for students who violate the alcohol policy more than one time. 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 Hall Staff 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 use education into the Horned Frog Academy in addition to mandating a session with program personnel in Substance Use & Recovery Services for any positive drug screening. The Student Athlete Development Department hosts open educational workshops focused on alcohol and other substance use effects on cognitive and athletic performance on a semesterly basis. Other partnerships include Academic Affairs, Fraternity and Sorority Life, Orientation, and Student Leadership & Involvement.

Preventative alcohol education provided through the Wellness Education Office with Campus Recreation and Wellness Promotion consists of regular outreach tabling events hosted in a variety of location around campus. Focusing on harm reduction strategies to reduce risks when consuming alcohol, these programs are provided directly by undergraduate and graduate students from the department. These students provide regular prevention program in residence halls as well focusing on understanding warnings signs of alcohol poisoning, bystander response, strategies to engage in lower risk drinking, and understanding BAC levels.

Information regarding TCU’s drug prevention program is available in the Substance Use & Recovery Services office, located on the 2<sup>nd</sup> floor of Jarvis Hall and online at [www.surs.tcu.edu](http://www.surs.tcu.edu). Supplemental information is located in the TCU Student Handbook <https://deanofstudents.tcu.edu/student-handbook/code-of-student-conduct/>, online on the Drug Free Schools and Communities Act (DFSCA) webpage, <https://www.tcu.edu/compliance/dfscap.php>, and the TCU Student-Athlete Handbook [https://gofrogs.com/documents/2023/8/28/23-24\\_Student-Athlete\\_Handbook.pdf](https://gofrogs.com/documents/2023/8/28/23-24_Student-Athlete_Handbook.pdf)

**1. Statements of the Alcohol and Other Drug (AOD) Program Goals and Discussion of goal achievement**

- a. The TCU Substance Use & Recovery Services (SURS) office empowers students to reach their full potential by nurturing connection and belonging, and promoting a recovery mindset, especially in regards to alcohol, drugs and related issues.
- b. The office engages in harm reduction initiatives, aiming to reduce the impact of high-risk drinking and moving toward a process of being less punitive and more toward best practices.
- c. Sanctions are aligned with the development of students' critical thinking and staff are trained to identify ways to assist and refer members of the community to help reach the aforementioned goals.
- d. Substance Use and Recovery Counselors are available to meet with students who self-refer to the Counseling Center for concerns related to personal or others substance use. This is a confidential process, separate from any conduct-related issues.
- e. The SURS office provides staff support to the multiple student-led peer support communities at TCU, including the *Collegiate Recovery Community* (open to any student with the desire to change their substance use) and *The Ripple Effect* (open to any student affected by a loved one's substance use or mental health).

**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 Housing & Residence Life, Dean of Students, Fraternity & Sorority Life and Substance Use & Recovery Services.
- 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 incoming 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 or other mandated programs.
- h. Continual changes in policy and enforcement do not allow for a baseline in comparison of the two.
- i. Global pandemic restricting ability to offer certain education and intervention in person during 2020-2022.

**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 currently enrolled students

- d. Training for all student organization leaders and for new employees
- e. All employees receive an email from the **Office of Compliance: Drug and Alcohol Abuse Prevention Program Notice** at the beginning of each semester, asking employees to review the university's alcohol and drug standards, health risks, assistance resources, disciplinary sanctions, and legal standards. For those who do not utilize a computer, a hardcopy can be requested.

#### 4. Copies of the policies distributed to students and employees

##### **For students**

- a. Included in the online education program for incoming and transfer students, "Alcohol Edu for College"
- b. During a new student in-person welcome program called, "Need 2 Know" hosted on the weekend before the first week of Fall classes
- c. Via Residence Hall's "Welcome Meetings" for all students living on campus
- d. Campus wide emails sent once a semester from the Dean of Students Office

##### **For employees**

- e. Notification of how to access policies is provided electronically on a biannual basis to all employees. Policies addressed in the biannual notifications are as follows: HR 2.006 – Drug Free Workplace; and HR 2.007 – Drug and Alcohol Abuse.
- f. Via mandated online compliance courses (Vector) which must be completed annually by all employees and Associates
- g. All new employees are required to complete the TCU General Ethics in the Workplace course within the first 45-days of after the course assignment. Within the training course, an employee acknowledgement task records the date that each employee has read and understands the Code of Conduct policy (HR 2.070), in addition to confirming a willingness to comply with the policy. In subsequent years, employees are required to complete the TCU General Ethics in the Workplace course within 45 days of receipt of the training assignment.

#### 5. Recommendations for revising AOD programs

- a. Review discretionary privileges granted to employees for the enforcement of alcohol policy
- b. Continued observation of impact and effectiveness of alcohol policy enforcement for students
- 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
- e. (For Employees) Conduct a policy inventory – evaluate effectiveness and consistency of message and enforcement across policies
- f. (For Employees) Develop mechanism by which Human Resources assesses the effectiveness of documented mandatory referrals to treatment or counseling for AOD related issues

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. It is available online and embedded into the *Alcohol Edu for College* online education program, which every incoming and transfer 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,

Please take a few minutes to read carefully the alcohol and drug information and the FERPA notice summarized below. If we can help with any questions or can assist you in any way, please call the Dean of Students Office at 817-257-7926 or email [deanofstudents@tcu.edu](mailto:deanofstudents@tcu.edu).

Go Frogs!

Michael Russel, Ed.D.  
Associate Vice Chancellor of Student Affairs

### **Family Educational Rights and Privacy Act (FERPA) Notification**

The Family Educational Rights and Privacy Act (FERPA) is a federal law that protects the privacy of student education records and affords students attending, or who have attended, certain rights with respect to their education records. This law provides for the right to inspect and review education records, the right to seek to amend those records, and to limit disclosure of information from the records. TCU's Student Privacy Act is available for review at <https://tcu.policytech.com/docview/?docid=91&public=true>. For additional information on FERPA at TCU please visit the University Registrar's webpage at <http://www.reg.tcu.edu/#>.

### **Drug Free Schools and Communities Act Notification**

#### **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 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 four 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. Persons of legal drinking age may consume alcohol purchased through an official vendor inside athletic venues.
4. 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 fear of potential disciplinary action by the University may act as a barrier to students seeking medical assistance for themselves or others. To reduce the harmful and potentially fatal 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



evaluation 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 Substance Use and Recovery Services Office and/or the Counseling Center, University Housing and Residence Life or Fraternity and Sorority Life staff, 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 except as provided in the Immunity for Sexual Assault Reporting Policy. The Medical Amnesty/Good Samaritan policy does not excuse co-occurring Code of Student Conduct infractions except as provided in the Immunity for Sexual Assault Reporting Policy.

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 Students (or designee) who may recommend additional resources or sanctions.

### **Substance Use and Recovery Services**

The Substance Use and Recovery Services (formerly Alcohol and Drug Education or ADE) at TCU embraces a student development philosophy that incorporates personal and community wellness. The program's mission 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. Substance Use and Recovery Services (SURS) encourages students to develop a sense of responsibility for themselves, others, and the University by assuming leadership in setting behavioral norms for the campus community members, both on and off-campus. TCU also expects community members to exhibit appropriate bystander behavior.

The professional staff members in SURS provide educational screenings and consultations for individuals and groups, as well as recovery support with the weekly Recovery Support Group. SURS staff members work with the Wellness Education department to offer prevention programming and training for academic classes, university housing, and other student groups. Programs include, among others, Alcohol & Other Drug Jeopardy, Women and Alcohol, Men and Alcohol, The 411 on 420, and values-based presentation that ties substance use to personal/organizational values. Most programs are designed to meet the specific needs of the group or organization requesting the presentation.

Anyone interested in services available through the Substance Use and Recovery Service is encouraged to visit the office (Jarvis Hall, 2<sup>nd</sup> floor) or to call 817-257-

7100. Contact Wellness Education at 817-257-4794 or via the online contact form at [Contact Form](#) to request programming around alcohol and drug issues.

## **\*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 student must complete a sanctioned online educational program and discuss the results with a Substance Use and Recovery Services (SURS) 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 student must attend a 2-hour alcohol education workshop designed for persons who have repeated violations and at least 2 educational sessions with staff in the Substance Use and Recovery Services office and comply with any recommendations made by Substance Use and Recovery staff members.
- 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 Dean of Students Office 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 student will complete at least 2 meetings with staff in the Substance Use and Recovery Services office and follow any recommendations made. This may include being referred to a licensed mental health provider, on or off-campus, to obtain an assessment and further recommendation(s) for treatment if needed.
- The student will be referred to the Dean of Students Office and placed on University conduct probation. University housing students may be subject to

removal from the residential living program at TCU for a minimum of one semester.

- 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 Dean of Students' Office citing the student's alcohol violation and the consequences for further violations.

In all offenses, depending upon the surrounding circumstances, additional conduct outcomes may be levied. Individual violations will accumulate for over the course of a student's academic career.

### Drugs

The University considers drug use to be a serious concern. As such, 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: cannabis, K2 and other synthetic cannabinoids, synthetic stimulants (such as bath salts), cocaine, cocaine derivatives, heroin, amphetamines, methamphetamines, barbiturates, steroids, LSD, GHB, Adderall, Rohypnol, and substances typically known as "designer drugs" such as ecstasy or molly. 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 the Substance Use and Recovery Services office, or for an assessment with a substance use treatment program and disciplinary action at the discretion of the Dean of Students. A letter may be sent to the parents or guardians of any student who had a positive drug screen.

The minimum penalty for a first-time violation of the Drug Policy for use or possession of a non-prescribed prescription drug or controlled substance may be:

- Conduct probation for a full year
- Completion of a sanctioned drug education program

- Meet with and follow the recommendations of staff in the Substance Use and Recovery Services office
- The student will be subject to random drug-testing for a full year
- The student may be evicted from university housing, 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.
- Follow up meetings the Dean of Students office.
- Amount and type(s) of substance(s) found will be taken into consideration when making outcome decisions.

Any student who violates the Drug 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 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 Policy for sale, distribution, or manufacture of a prescription drug or controlled substance may 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<br>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<br>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<br>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<br>Class A Misdemeanor if BAC is equal to or greater than .15<br>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.<br>Maximum: 2 to 10 years in jail and a fine of up to \$10,000  |
| Public intoxication   | Class C Misdemeanor<br><br><b>If under 21 years of age,</b><br>Texas Alcoholic Beverage Code apply ( <a href="#">Sections 106.071 and 106.115</a> ) | Fine up to \$500<br><br>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 <b>minor</b>               | 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 <b>minor</b>   | 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 <b>minor</b> or furnishing alcohol to a <b>minor</b>  | Class B Misdemeanor   | Fine up to \$2,000, up to 180 days in jail, or both  |
| Misrepresentation of age by a <b>minor</b> 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  |

**Employees:** Standards of conduct for employees are listed within required online compliance training modules and contained in policies accessible via the institution's electronic policy repository (PolicyTech). At the start of each academic semester, a campus-wide email is distributed to notify employees how to access university policies. The institution's electronic policy repository is available at <https://tcu.navexone.com/content>

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 Leadership & Student Involvement (LSI) office's unit for Student Organization offers an annual mandatory training for all Organizations' Presidents, addressing alcohol and other drug policies and penalties. The attending member is then responsible for presenting the information to their general body members. All students are informed of the legal sanctions under federal guidelines and laws in the student handbook <https://deanofstudents.tcu.edu/student-handbook/code-of-student-conduct/> and on the *Alcohol Edu for College* online education module for our incoming students.

**For employees:** Within the Policy 2.007 - Drug and Alcohol Use, 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. The University's policies referencing drug and alcohol abuse, including the applicable legal sanctions under federal, state, or local laws for the unlawful possession or distribution of illicit drugs and alcohol can be found at <https://tcu.navexone.com/content>.

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://deanofstudents.tcu.edu/student-handbook/code-of-student-conduct/>.

### Health Risks Associated with Substance Use

The use of alcohol and other substances has been shown to cause serious health problems including:

#### **Alcohol**

- Frequent or heavy use of alcohol 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 other developmental harms in children.
- Use of alcohol is involved in half of all traffic-related deaths and permanent disabilities.
- Alcohol Use Disorder can be correlated with family dysfunction and violence. Persons with Alcohol Use Disorder are six or more times as likely to die by suicide than those without an Alcohol Use Disorder.
- Alcohol remains the most commonly used chemical in crimes of sexual assault.

#### **Drugs**

- The use of illegal drugs, including but not limited to cannabis, 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 Dean of Students Office each semester containing this information in the body of the email (see sample email in section 2 of this report).

For employees, this information can be found online at <https://www.tcu.edu/compliance/dfsca.php>. Annually, 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, <https://tcu.policytech.com/docview/?docid=44&public=true> and Policy 2.007 - Drug and Alcohol Abuse, <https://tcu.policytech.com/docview/?docid=46&public=true> 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/current-employees/benefits/employee-assistance-program.php>.

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 the Dean of Students 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 Dean of Students office.

For employees, this information can be found online at <https://www.tcu.edu/compliance/dfsca.php>. 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, <https://tcu.policytech.com/docview/?docid=44&public=true> and Policy 2.007 Drug and Alcohol Abuse, <https://tcu.policytech.com/docview/?docid=46&public=true> 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 meetings to all on-campus students
- Individual student leader trainings and student organization programs
  - All Presidents and Advisors of Registered Student Organizations are required to complete annual trainings with information about TCU policies and state laws regarding risk management
- The Student Handbook located on the TCU website:  
<https://deanofstudents.tcu.edu/student-handbook/code-of-student-conduct/>



Employees receive the information:

- Within annual mandatory online compliance training modules
- Via email notification from the Office of Compliance on a biannual basis
- Online at <https://www.tcu.edu/compliance/dfsca.php>

## 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

**Texas State Law**

| <b>OFFENSE</b>   | <b>CLASS/DEGREE</b>                                | <b>MINIMUM PUNISHMENT</b>   | <b>MAXIMUM PUNISHMENT</b>  | <b>FOR MINORS</b>             |
|--|--|---|--|-------------------------------|
| 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**

| <b>OFFENSE</b>   | <b>MINIMUM PUNISHMENT</b>   | <b>MAXIMUM PUNISHMENT</b>   |
|--|---|---|
| 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  |