

2019-2021

**Biennial Review of
Drug and Alcohol Abuse Prevention Programs (DAAPP)**



**TEXAS A&M UNIVERSITY
SAN ANTONIO**

For the
Drug-Free Schools and Campuses Regulations
EDGAR Part 86

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OFFICE OF THE PRESIDENT
DR. CYNTHIA TENIENTE-MATSON

December 21, 2021

Secretary of Education
U.S. Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202

Re: Texas A&M University-San Antonio Certification Letter

Dear Mr. Secretary:

I have reviewed the Texas A&M University-San Antonio 2019-2021 biennial review to meet the Drug Free Schools & Campuses Regulations (EDGAR Part 86) and agree with the findings and recommendations. We have fully implemented the recommendations from the previous review and have identified appropriate programming goals for educating students and the larger university community about the dangers of substance abuse.

As the enclosed biennial report demonstrates, Texas A&M University-San Antonio continues to do significant work to ensure the well-being of our largely non-traditional, non-residential student population, while also preparing for an increasing number of traditional and residential students as our overall student population grows. We will strive for continuous improvement in this area in order to educate and safeguard our campus community. If you have any questions about the enclosed report, please contact me at your convenience.

Best regards,

A handwritten signature in cursive script that reads "Cynthia Teniente-Matson".

Cynthia Teniente-Matson

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2019-2021 Biennial Review

Introduction:

Texas A&M University- San Antonio (A&M-San Antonio) is in compliance with the Drug Free Schools and Campuses Regulations (34 CFR, Part 86) of the Drug Free Schools and Communities Act (DFSCA) and the Higher Education Act (Section 120A). The A&M-San Antonio campus community expects that all members abide by local, state, and federal laws, including the DFSCA, regarding alcohol and other drugs, as well as The Texas A&M University System policy regarding drugs and alcohol.

The Biennial Review Team:

The Alcohol and Other Drug (AOD) Prevention Committee, formed in January 2017, reviews the requirements and goals of the Drug-Free Schools and Campuses Regulations (EDGAR Part 86) and collects campus information to evaluate the Drug and Alcohol Abuse Prevention Program (DAAPP), to review publications, and to create the Biennial Review every subsequent two years to include recommendations for future actions. Based on the university establishment in 2009, the Biennial Review is conducted in odd-numbered years as compared to even-numbered years suggested in the U.S. Department of Education document entitled *Complying with the Drug-Free Schools and Campuses Regulations (EDGAR Part 86)*.

The mission of The Alcohol and Other Drug (AOD) Prevention Committee of Texas A&M-San Antonio is to educate and promote awareness of alcohol and drug misuse through innovative programming, education on personal responsibility and risk reducing behaviors, and connection to resources for the campus community. The committee consists of staff and student representatives from across the University campus. This includes the Dean of Students and staff from the Office of Student Rights and Responsibilities, Student Counseling Center, University Police Department, First-Year Experience, Recreational Sports, Student Academic Success, University Housing, and at least one student representative.

The University is an alcohol, drug, smoke, tobacco, and vape free campus. Alcohol and other drug rules are detailed in the Student Handbook and Student Code of Conduct. This information is provided to all incoming students during mandated New Student Orientation (online or in-person). Also, a notification of various policies such as the DAAPP and other resources on campus are sent to all students at the start of every semester by the Dean of Students. If the alcohol and other drug rule is found in violation, a letter may be sent to the parents of the student explaining the university's alcohol and other drug rules, promoting prevention and education programs, and inviting parents to partner with the University in the prevention of alcohol and other drug use and abuse.

The Drug and Alcohol Abuse Prevention Program (DAAPP) Elements:

What follows is a general outline of prevention efforts currently in place. Additional information on these programs is available in the appendices.

Alcohol Free Programs and Services:

All campus programs for students are alcohol, drug, tobacco, smoke, and vape free and provide opportunities for participants to enjoy healthy entertainment and educational activities in a safe environment. These programs are included in the program inventory in Appendix H, advertising in Appendix O, and passive education in Appendix P.

Social Norms:

A social norms campaign was created for the A&M-San Antonio student population with the Slogan *Jaguars: Step In. Speak Up. Support.* Flyers and banners were created to provide students information on bystander intervention, resources on campus, social norms surrounding alcohol, and how they can report incidents (Appendix L). Elevator wraps were created for the Fall 2019 semester and placed on two elevators on the first floor of Esperanza Hall Housing which provide information on resources. These have stayed in place for over two years (Appendix M).

Online Alcohol and Drug Education Course:

A&M-San Antonio launched the online educational courses of EverFi AlcoholEDU and Haven in Summer 2017 for university-wide education on prevention of alcohol use and abuse and sexual assault. Beginning in June 2018, all incoming students under the age of 21 on the first day of their first semester must fully complete the two-part course or a registration hold is placed on their student account.

All new students are presented with general information regarding A&M-San Antonio's Alcohol and Drug- Free Campus rule and on the mandatory AlcoholEDU course during their in-person or online New Student Orientation through written information (Appendix I). Other means of communication about the course include educational marketing tables during New Student Orientation and brochures and signs provided to campus departments for display, including the A&M-San Antonio Welcome Center (AlcoholEDU Marketing Appendix P). Students also receive an email notification through the course for completion information.

For violations of university alcohol and/or drug policies, educational sanctions have been developed to include EverFi Alcohol Education for Sanctions. This course is only provided to students who have been found responsible for violating policies and is provided through the Office of Student Rights and Responsibilities.

Social Media

The Office of Student Rights and Responsibilities (OSRR) increased the use of social media as one of the leading platforms for disseminating information and education. The OSRR Instagram @tamusa.studentrr had a total of 92 posts in 2021, with an average reach of 156 unique accounts.

On- Campus Housing and Training:

The University instituted substance-free housing in fall 2017, which includes strict policies on alcohol, drugs, and smoking. These substances cannot be used in substance-free housing,

nor can a resident return under the influence of these substances. If a resident violates the substance-free housing agreement, they will be referred to Student Conduct and/or the University Police Department for law violations, and students may be removed from the housing community.

Resident Assistants receive training prior to the start of every fall and spring semester to include training on Bystander Intervention, QPR Suicide Prevention Training, Alcohol and Drug Education and Prevention, the University Student Handbook and Code of Conduct, Title IX, Behind Closed Doors, and Incident Report Writing.

Student Counseling Center:

Through the A&M-San Antonio Student Counseling Center, students have free access to licensed mental health providers on campus for initial screening/consultation regarding concerns around substance use, with possible referral to outside agencies. The Student Counseling Center (SCC) provides brief individual, couples, and group therapy, crisis intervention, consultation, case management, and prevention services. Student counseling services for alcohol and drug data can be found in Appendix J.

Upon request, a Behavioral Health Provider list with options for addiction treatment is available, along with various informational brochures (Appendix R). Also, various screening tools and information are available on the Student Counseling Center's webpage. Please visit the Student Counseling Center at the following link: <http://www.tamusa.edu/studentcounseling>.

New Student Orientation:

New students are required to attend an in-person or online orientation. During these orientations, students are provided information on the Student Handbook and Student Code of Conduct, which includes the Alcohol and Drug Free Campus Rule. Students are also provided information on the Everfi Alcohol EDU mandatory course. During the review period of September 1, 2019- August 31, 2020, a total of 653 freshmen, 2,323 Transfer/ Graduate students, and 78 Early College High School Program students attended in-person New Student Orientations. For the review period of September 1, 2020 - August 31, 2021, a total of 1,087 freshmen, 2,134 Transfer/ Graduate students, and 143 Early College High School Program students attended in-person New Student Orientations f (Appendix I).

Student Organizations:

It is the goal of A&M-San Antonio to promote positive decision-making by educating members of the University community on the dangers of alcohol and drug abuse. Through Student Involvement, Jaguar Student Organization trainings and travel trainings are held at the beginning of every fall and spring semester for all recognized organizations. This training is specifically designed to inform students on travel policies, food and fire safety, and risk management including the University's alcohol and drug policies. Every student traveling either for day or overnight trips is required to sign a waiver indicating they are bound by the Rule, even when traveling off-campus. Student Involvement held a total of 14 trainings for the review period of September 1, 2019- August 31, 2020 and held a total of 12 trainings for the review period of September 1, 2020- August 31, 2021 (Appendix I).

Employee Orientation and Resources:

All new employees, including faculty, staff, and student workers, must attend a New Employee Orientation prior to start of employment. This orientation reviews onboarding paperwork including Texas A&M System policies and regulations pertaining to drugs and alcohol.

Human Resources sends out an annual notification to employees which includes alcohol and drug policies and laws (Appendix C). Human Resources is also charged with creating university signage stating that the A&M-San Antonio Campus is tobacco, smoke, and vape free (Appendix E).

The University offers an Employee Assistance Program (EAP) contracted through ComPsych. All budgeted benefits eligible faculty and staff have free confidential access to the EAP. This program is provided to help employees with various personal problems that may arise, including alcohol and/or drug use/abuse. The service provides an employee who needs help or has questions a free and confidential place to seek assistance. The EAP also hosts a website with resources and assessment tools for employees. ComPsych services can be found via the web <https://www.compsych.com/services>, email info@compsych.com, or telephone (866) 301-9623. Substance abuse treatment may be covered by medical plans offered by Texas A&M University-San Antonio.

A&M-San Antonio offers leave covered under the Family and Medical Leave Act (FMLA). Employees are encouraged to meet with the Office of Human Resources regarding FMLA requests. Medical information, including the reason for the medical leave, remains confidential.

Please see the following System Policies and Regulations Pertaining to Drugs and Alcohol:

<http://www.tamus.edu/assets/files/hr/forms/drug-alcohol.pdf>

<http://policies.tamus.edu/34-02.pdf>

<http://policies.tamus.edu/34-02-01.pdf>

<http://policies.tamus.edu/34-03.pdf>

Law Enforcement and Disciplinary Procedures:

The campus is patrolled by state licensed and certified police officers of the State of Texas. These officers have completed all required training to become certified peace officers in the State of Texas and to maintain their license. In addition, the University Police Department conducts regular trainings with officers about campus law enforcement and safety. In most cases, University Police Officers are the first responders in the event of a violation of the alcohol or other drug policies and standards of conduct. These violations may be discovered through regular patrols, noise violation responses, reports from community members, and case investigation/follow-up. In some cases, the violation is first discovered by a member of the campus housing staff. All campus housing staff are trained in identifying the presence, or potential presence, of alcohol or other drugs. Upon identification of an alcohol or other drug violation, the campus housing staff may notify the University Police Department so that they may also address the matter.

In addition to legal proceedings related to law enforcement, alleged violators of alcohol and drug rules are referred to the Office of Student Rights and Responsibilities. For the purpose of consistency, all students found in violation of the rules and regulations will be subject to sanctions commensurate with the offenses and any aggravating and mitigating circumstances. Disciplinary actions in cases involving alcohol and drug-related violations result in sanctions up to and including suspension or expulsion from on-campus housing or the University. Students accused of violating the Student Handbook or Code of Conduct, despite status or affiliation, receive their due process rights during the adjudication process. Any disciplinary action imposed by the University may precede and be in addition to any penalty imposed by an off-campus authority. Students are advised of available alcohol and drug counseling at the Student Counseling Center and/or referred to a community organization. The Student Counseling Center can provide assistance and referral to appropriate community agencies. The University enforces parental notification for students found in violation of the University Alcohol and Drug Policy and Code of Conduct as allowed by FERPA (Appendix F and Appendix Q). When a student has been found in violation, a letter is sent to the permanent address of the student to notify parents/guardians.

The University generally sanctions students found in violation of the Student Code of Conduct alcohol rules to an on-line alcohol education course facilitated by EverFi. If a student fails to complete all assigned sanctions within the time provided, a registration hold is placed on their student account, and they are not permitted to register for future courses. Once all sanctions are completed, the hold is removed. If a student does not enroll in courses for a period of one year or longer, they must re-apply to the university as a returning/former student under current admission standards. As long as all sanctions for conduct issues are completed, their conduct record will not prohibit them from re-enrollment.

Annual Security and Fire Safety Report

A primary goal is to make certain students are educated on the zero tolerance policy for alcohol/drugs on campus. The Annual Security and Fire Safety Report (ASFSR) includes statistics for the previous three years concerning certain reported crimes that occurred on campus, including alcohol and other drug law violations and referrals. The report also includes institutional policies concerning campus security and personal safety including topics such as crime prevention, A&M-San Antonio law enforcement authority, crime reporting policies, and disciplinary procedures and other matters of importance related to security and safety on campus. Notification is sent out to the university community by October 1 of every year by email. Individuals may obtain a copy of this report by contacting the University Police Department at (210) 784-1900 or by accessing the following website: <https://www.tamusa.edu/uploadfile/folders/fcestrad/pdf/pdf-637051743709851695-10.100.150.124.pdf>.

Statement of AOD Program Goals and Discussion of Goal Achievements:

The AOD Prevention Committee supports the mission of A&M-San Antonio by promoting healthy choices and reducing the harmful effects caused by abusing alcohol, tobacco, and other drugs. Program goals focus on creating a campus community that is cognizant of the various risks and negative impacts of alcohol and other drugs and to educate the community on various policies and laws surrounding alcohol and other drug use and abuse, and to create community support and resources for individuals who may have concerns about behaviors related to the use and/or abuse of alcohol and other drugs.

The University is an alcohol, drug, smoke, tobacco, and vape free campus and notification is distributed by University Email (Appendices D and E). Alcohol is not allowed on University property or at University sponsored events unless approved by the Office of the President.

Various new goals were created by the AOD Committee to assist in supporting A&M-San Antonio's mission and to further educate the community. These new goals will be assessed during the next Biennial Review period.

Goal 1: In the 2017-2019 Biennial Review, Goal 1 was to host a minimum of four events per academic semester.

Goal 2: In the 2017-2019 Biennial Review, Goal 2 was to expand advertising via passive programming, such as the social norms campaign, during AOD events and around campus.

Goal 3: In the 2017-2019 Biennial Review, Goal 3 was to utilize the Council for the Advancement of Standards in Higher Education (CAS) and develop a baseline for assessment for the AOD committee to review at the end of each academic year.

Statement of AOD Program Strengths and Weaknesses:

Since the creation of the AOD Prevention Committee in January 2017, efforts have progressively developed at A&M-San Antonio to increase alcohol and other drug prevention education and programming. This includes the late-night alternative program called Jaguar First Fridays.

Through the creation of programs, the AOD committee has worked collaboratively across the campus community and in the San Antonio community to create various types of educational programs for students. This includes local collaborations with the Texas Alcoholic Beverage Commission (TABC), the San Antonio Council on Alcohol and Drug Abuse (SACADA), the San Antonio Police Department (SAPD), and more. Through these efforts, the recommendations of the 2019-2021 Biennial Review were full or partially achieved based on the Committee's assessment.

In the Spring of 2018, A&M-San Antonio made the decision to use Everfi AlcoholEDU as a mandated course for the start of Fall 2018. The University gathers data from Everfi through its impact reports to determine if further educational efforts need to be established. Also, as of fall 2018, the AOD Committee has an established budget instead of a one-time budget.

Jaguar First Fridays are hosted on campus and are well known among students due to consistent advertising as a late-night event for students.

Due to the growing efforts of the AOD Committee, in summer of 2019, the AOD Committee was awarded Texas A&M University-San Antonio's Inaugural Jaguar Excellence Award from the university's President, due to "outstanding commitment and achievement" to the university community.

Also in 2019, a Jaguar First Friday assessment was created to better review if the late-night alternative event was providing students an alternative to higher risk activities such as drinking alcohol or taking drugs. The assessment found that 86% of students agreed that the event was a good alternative, and 96% of the students would likely recommend a Jaguar First Friday event to others.

The mandated AlcoholEDU course was also assessed in 2019. The results showed that 79.4% of incoming students under the age of 21 completely abstained or chose not to drink. This is 13.4% higher than the national average.

Starting in the Fall of 2019, leadership from the Alcohol and Other Drug committee embarked on the Council for the Advancement of Standards in Higher Education (CAS) self-study. The process entailed assembling a team from throughout the university to evaluate AOD over a total of 51 subject areas contained within 12 standardized categories. The self-study was completed in the summer of 2020. Information learned from the process will be used to inform and guide the commitment to continuous self-improvement and progress, where applicable, towards national standards.

With fewer students on campus due to the pandemic, there was an overall decrease in programming and programming participation. Several events had to be cancelled. In the summer of 2021, the Division of Student Success and Engagement reorganized, with additional time being spent transitioning to the new structure.

Procedures for Distributing The Drug and Alcohol Abuse Prevention Program (DAAPP) Information:

Notification to Students and Employees

The Drug and Alcohol Abuse Prevention Programs (DAAPP) policy notification (Appendix A and B) is distributed via University email to all students and employees by the census date of every semester, including fall, spring, and summer terms, by the Dean of Students. This ensures that each student and employee receives the notification as they join the campus community.

The most recent DAAPP is also available for review online on the Student Counseling Center's webpage:

<http://www.tamusa.edu/studentengagementsuccess/studentcounseling/Services/AlcoholDrugPrevention/index.html>.

Content of the Notification Distributed to Students and Employees

The A&M-San Antonio campus community expects that all members abide by local, state, and federal laws, including the DFSCR regarding alcohol and other drugs, as well as The Texas A&M University System Policy regarding drugs and alcohol. System Regulation 34.02.01 describes standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on University property or as part of any of University sponsored activities.

The Drug and Alcohol Abuse Prevention Programs notification meets the requirement of distributing information about the DAAPP to all members of the University community. The notification includes:

- A description of legal sanctions under federal, state, or local laws for the unlawful possession, use, or distribution of illicit drugs and alcohol;
- A clear statement of disciplinary sanctions A&M-San Antonio will impose on students and employees for violations of the standards of conduct;
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol; and
- A description of drug and alcohol programs/resources available to employees or students.

The full DAAPP Reports for the review years 2019-2020 and 2020-2021 may be found in Appendices A and B.

Recommendations for Revising AOD Programs:

Review of Previous Recommendations

A&M-San Antonio continues to make significant progress in substance abuse prevention efforts. Progress was made on all recommendations identified in the 2017-2019 Biennial Review Report.

Goal 1: In the 2017-2019 Biennial Review, Goal 1 was to host a minimum of four events per academic semester.

Committee Review of Recommendation 1:

Committee finds the recommendation was partially met due to limitations associated with the COVID-19 pandemic.

Recommendation for 2021-2023:

Continue to host a minimum of four events per academic semester, including both in person and online events.

Goal 2: In the 2017-2019 Biennial Review, Goal 2 was to expand advertising via passive programming, such as the social norms campaign, during AOD events and around campus.

Committee Review of Recommendation 2:

Committee finds that this recommendation was met.

Recommendation for 2021-2023:

Participate in a student wellness student and identify "A"OD use and other trends to develop more targeted programming.

Goal 3: In the 2017-2019 Biennial Review, Goal 3 was to utilize the CAS and develop a baseline for assessment for the AOD committee to review at the end of each academic year.

Committee Review of Recommendation 3:

Committee finds the recommendation was met.

Recommendation for 2021-2023:

Research, select, and implement a new online training module.

APPENDIX A: Drug and Alcohol Abuse Prevention Program 2019-2020

Drug and Alcohol Abuse Prevention Program (DAAPP)

2020 Report

Texas A&M University-San Antonio

The Drug Free Schools and Communities Regulations (34 CFR Part 86) of the Drug Free Schools and Communities Act (DFSCA) require all Institutions of Higher Education (IHE), such as Texas A&M University-San Antonio (A&M-San Antonio), to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs both by students and employees either on University premises or as part of any of its activities. At a minimum, an IHE must annually distribute the following in writing to all students and employees:

- I. Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- V. A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct or law.

1. Standards of Conduct

The Texas A&M University System and each A&M IHE is committed to a drug-free environment and protecting the safety, health, and well-being of all employees and students.

Texas A&M University-San Antonio is an Alcohol and Other Drugs-Free Campus, which includes alcohol, drugs, smoke, tobacco, and vape. A&M-San Antonio recognizes and supports local, state, and federal laws, including the Drug Free Schools and Campuses Regulations (DFSCR), and A&M system policies with respect to the sale, use, distribution, and possession of alcoholic beverages and illegal drugs. In addition, A&M-San Antonio recognizes and supports the Drug-Free Postsecondary Education Act of 1990 with respect to the manufacture, distribution, sale, possession, or use of marijuana, controlled substances, or dangerous drugs on college campuses and elsewhere.

A. Employees

Each Texas A&M University System employee, including student employees, must abide by [Texas A&M University System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs](#). Applicable laws include The Drug Free Workplace Act of 1988, the Drug-Free Schools and Communities Act of 1989, the Drug-Free Work Force Rules for Department of Defense (DOD) Contractors, and the requirements of the Department of Transportation or other regulatory bodies and applicable state laws.

B. Students

Violations of the Student Code of Conduct are taken seriously. The University may impose disciplinary charges against any student who allegedly violates Texas A&M System policies and regulations, University rules and procedures, and/or local, state and federal laws concerning controlled substances. Violations of any local, state, or federal laws pertaining to controlled substances that occur off campus and are not associated with a University-connected activity may still result in disciplinary charges in situations in which the continued presence of the individual on campus is likely to interfere with the educational process and the orderly operation of the University. University disciplinary proceedings will be in accordance with procedures outlined in the [Student Code of Conduct](#).

II. Legal Sanctions

A&M-San Antonio enforces all federal and state laws and local ordinances.

A. Federal

Offense	Minimum Punishment	Maximum Punishment
Manufacture, distribution, or dispensing of drugs (including marijuana)	A term of imprisonment for up to 5 years and a fine of \$250,000.	A term of life imprisonment without release (no eligibility for parole) and a fine not to exceed \$8,000,000 (for an individual) or \$20,000,000 (if other than an individual).
Possession of drugs (including marijuana)	Imprisonment for up to 1 year and a fine of not less than \$1,000.	Imprisonment for not more than 20 years nor less than 5 years and a fine of not less than \$5,000 plus costs of investigation and prosecution.

B. State

Offense	Minimum Punishment	Maximum Punishment
Manufacture or delivery of controlled substance	Confinement in jail for not more than 2 years nor less than 180 days and a fine not to exceed \$10,000.	Confinement in a state prison for life or for a term of not more than 99 years nor less than 15 years and a fine not to exceed \$250,000.

Possession of controlled substances (drugs)	Confinement in jail for a term of not more than 180 days, a fine not to exceed \$2,000, or both.	Confinement in a state prison for life or for a term of not more than 99 years nor less than 10 years, and a fine not to exceed \$250,000.
Delivery of Marijuana	Confinement in jail for a term of not more than 180 days, a fine not to exceed \$2,000, or both.	Confinement in a state prison for life or for a term of not more than 99 years nor less than 10 years, and a fine not to exceed \$100,000.
Possession of Marijuana	Confinement in jail for a term of not more than 180 days, a fine not to exceed \$2,000, or both.	Confinement in a state prison for life or for a term of not more than 99 years nor less than 5 years, and a fine not to exceed \$50,000.
Driving while intoxicated (includes intoxication from alcohol, drugs, or both)	Confinement in jail for a term of not more than 180 days nor less than 72 hours, and a fine of not more than \$2,000.	Confinement in a state prison for a term of not more than 10 years nor less than 2 years, and a fine of not more than \$10,000.
Public intoxication (Class C Misdemeanor)	Fine not to exceed \$500.	Section 49.02, Texas Penal Code, provides that the offense of public intoxication wherein a person appears in a public place while intoxicated to the degree that the person may endanger himself or another person is punishable as a Class C misdemeanor, unless the person is younger than 21 years old, wherein Sections 106.071 and 106.115, Texas Alcoholic Beverage Code, apply and provide for a Class C misdemeanor punishment and attendance at an alcohol awareness program, and where the offender 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.
Purchase of alcohol by a minor	Fine to not exceed more than \$500.	Sections 106.02, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the offense of the purchase of alcohol by a minor is punishable as a Class C misdemeanor and 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.
Consumption of alcohol by a minor	Fine to not exceed more than \$500.	Sections 106.04, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the offense of consumption of alcohol by a minor is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where 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.
Possession of alcohol by a minor	Fines to not exceed more than \$500.	Sections 106.05, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the possession of alcohol by a minor is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where 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)	A fine not to exceed \$4000 or confinement in jail for a term not to exceed one year, or both.	For a subsequent offense, a fine of not less than \$500 nor more than \$1,000 or confinement in jail for not more than 1 year, or both.

III. Health Risks

There are many types of drugs that trigger harmful effects. According to The National Institute on Drug Abuse and the National Institute on Alcohol Abuse and Alcoholism, the following risks are associated with drug and alcohol abuse.¹

<u>SUBSTANCE</u>	<u>POSSIBLE HEALTH EFFECTS</u>
Alcohol	Liver inflammation, mood changes and behavior, problems with thinking and coordination, stroke, high blood pressure, inflammation of the pancreas, increased cancer risk, bleeding in intestinal tract
Cannabis Marijuana, Hashish, Synthetic Marijuana	Enhanced sensory perception and euphoria followed by drowsiness/relaxation, slowed reaction time, problems with balance and coordination, increased heart rate and appetite, problems with learning and memory, anxiety
Stimulants Cocaine, Methamphetamine (MDMA Molly, Ecstasy, X, XTC), Nicotine, Amphetamines (Adderall)	Anxiety, confusion, insomnia, mood problems, violent behavior, paranoia, hallucinations, delusions, weight loss

Depressants Benzodiazepine (Valium, Xanax), Flunitrazepam (Roofies), GHB	Euphoria, drowsiness, nausea, vomiting, confusion, memory loss, unconsciousness, slowed heart rate and breathing, lower body temperature, seizures, coma, death
Hallucinogens LSD, Psilocybin (Shrooms, Peyote, PCP)	Frightening flashbacks [called Hallucinogen Persisting Perception Disorder (HPPD)], ongoing visual disturbances, disorganized thinking, paranoia, and mood swings
Narcotics Heroin, Morphine, Codeine, Opium, Hydrocodone, Salvia	Collapsed veins, abscesses (swollen tissue with pus), infection of the lining and valves in the heart, constipation and stomach cramps, liver or kidney disease, pneumonia
Steroids	Kidney damage or failure; liver damage; high blood pressure; enlarged heart; changes in cholesterol leading to increased risk of stroke or heart attack, even in young people; aggression; extreme mood swings; anger ("roid rage"); extreme irritability; delusions; impaired judgment
Inhalants Spray Paints, Markers, Glue, Cleaning Fluids, Gasoline	Liver and kidney damage; bone marrow damage; limb spasms due to nerve damage; brain damage from lack of oxygen that can cause problems with thinking, movement, vision, and hearing

¹ Points on substance abuse long term effects were obtained from The National Institute on Drug Abuse Commonly Abused Drug Charts found online at: <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts> and the National Institute on Alcohol Abuse and Alcoholism found online at: <https://www.niaaa.nih.gov/alcohol-health/alphabets-effects-body> (websites last visited 12/16/21).

IV. Drug and Alcohol Programs

The following training, programs, resources, counseling, treatment, rehabilitation, or reentry programs are available to employees and/or students as described below.

A. Employees

Texas A&M University-San Antonio annually notifies employees of [*Texas A&M University System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs*](#). Additionally, Texas A&M University-San Antonio provides employees with [Rule 34.02.01.01](#), Substance Abuse Prevention.

The University offers an Employee Assistance Program (EAP) contracted through ComPsych Guidance Resources. ComPsych can be reached via the web (guidanceresources.com) or telephone (866) 301-9623. Substance abuse treatment may be covered by medical plans offered by Texas A&M University-San Antonio.

A&M-San Antonio offers leave covered under the Family and Medical Leave Act (FMLA). Employees are encouraged to meet with the Office of Human Resources regarding FMLA

requests. Medical information, including the reason for the medical leave, remains confidential.

B. Students

Texas A&M University-San Antonio's Drug-Free Campus Rule is stated in the [Student Handbook](#) (Section 15) and The Student Code of Conduct (Section 13). This includes on-campus housing. Alcohol is not allowed on University property or at University sponsored events unless approved by The Office of the President. The Alcohol and Other Drug Prevention Committee upholds the mission of the university to enrich in the social development of students through alternative programming by educating on safe behavior, as well as potential dangers of alcohol and other drug use. The Committee is made up of various offices on campus including the Dean of Students and representatives of the University Police Department, Student Counseling Center, Student Rights and Responsibilities, Recreational Sports, University Housing, student representatives, and other stakeholders on campus.

Everfi AlcoholEDU, an online alcohol education course, is a mandated course for all incoming undergraduate students under the age of 21. Also, a Sexual Assault Prevention Course is offered to assist in education of sexual assault prevention.

All new students are presented with general information during their face-to-face or online orientation about the Alcohol and Drug-Free Campus. All university-sponsored activities are alcohol-free, unless approved by the University President, and drug free, and provide opportunities for participants to enjoy healthy entertainment and educational activities. Students traveling for any extracurricular or university-sponsored event must sign a Student Travel Waiver indicating that they have read, understand, and will abide by all University rules.

Through the A&M-San Antonio Student Counseling Center, students have access to licensed mental health providers on campus for initial screening/consultation in regard to a concern around substance use, with possible referral to outside agencies. Upon request, a Behavioral Health Provider list with options for addiction treatment is available, along with various informational brochures. Also, various screening tools and information are available on the Counseling webpage. Please visit the Student Counseling Center at the following link: <http://www.tamusa.edu/studentcounseling>.

C. Resources

A. Residential Treatment

San Antonio Recovery Center	(866) 514-0275
Center for Healthcare Services	(800) 316-9241
Soba Texas	(866) 617-5081

Lifetime Recovery	(210) 734-6362, Press 1
Alpha Home (Women)	(210) 785-3822
La Hacienda Treatment Center (Hunt, Texas)	(800) 749-6160
Origins Recovery Center (South Padre, Texas)	(844) 211-8172
Starlite Recovery Center (Center Point, Texas)	(888)895-1416

B. Intensive Outpatient

Creekview Counseling	(210) 280-0262
Rise Recovery- Palmer Drug Abuse Program (free) youth/adult	(210) 227-2634

C. Detox

Center for Healthcare Services	(210) 246-1300
Methodist Specialty and Transplant Hospital (Alcohol and benzodiazepine only)	(210) 575- 8110

V. Disciplinary Sanctions

A&M-San Antonio will impose sanctions on employees and students for violation of A&M-San Antonio’s policies and standards of conduct (consistent with federal, state, and local laws), up to and including reprimands, expulsion, termination, and referral for prosecution. Possible sanctions are described in more detail below.

A. Employees

If a supervisor reasonably suspects that use of a controlled substance or alcohol has resulted in absenteeism, tardiness, or impairment of work performance, or is the cause of workplace accidents, the supervisor shall immediately notify the appropriate department head or designated administrator. Upon direction from the department head or designated administrator, the supervisor or designated administrator will discuss with the employee the suspected alcohol or drug-related problem(s). The employee will be advised of available alcohol and drug counseling, rehabilitation, or employee assistance programs, and the terms of any applicable disciplinary sanctions. The employee may be required to participate in an assistance program and be subject to discipline (up to and including termination of employment) if they reject participation in the program. All meetings between the employee

and the supervisor or designated administrator to address the suspected alcohol or drug-related problem and/or its resolution will be documented in a memorandum to the record and filed in the employee's personnel file.

If discussion and/or participation in available alcohol or drug counseling, rehabilitation, or the employee assistance program fails to resolve the suspected alcohol or drug-related problem(s) or if the employee fails to meet the terms of any applicable disciplinary [34.02.01 Drug and Alcohol Abuse and Rehabilitation Programs](#) sanctions, the employee may be subject to disciplinary action up to and including termination. Any disciplinary action will be governed by system policies on discipline and dismissal and academic freedom, responsibility, and tenure. A record of the action will be placed in the employee's personnel file.

B. Students

Disciplinary action in cases involving drug-related violations may result in sanctions varying from conduct review up to suspension, dismissal, or expulsion from the University, and/or eviction from housing, depending on the nature and seriousness of the case. Participation in a substance abuse education may be required in addition to other sanctions. This includes, but is not limited to, the Everfi AlcoholEdu online course and the Sexual Assault Prevention Course. Any disciplinary action imposed by the University may precede and be in addition to any penalty imposed by an off-campus authority. Further information can be found in the [Student Handbook](#) and The Student Code of Conduct (Section 13).

VI. Annual Notification of the DAAPP and Biennial Report

A. Employee Notification

Notification of the information contained in the DAAPP is distributed to all current employees of the university on an annual basis via an all-staff email. New employees will receive notification during their orientation process. The DAAPP is also available for review online at [The Alcohol and Drug Prevention Webpage](#).

B. Student Notification

Notification of the information contained in the DAAPP is distributed to all currently enrolled students each semester via Jaguar email. Students also receive notification during New Student Orientation of the mandatory AlcoholEDU course and receive an informational postcard with further information on the course, the DAAPP, and the Biennial Review. The DAAPP is also available for review online at [The Alcohol and Drug Prevention Webpage](#).

C. Annual Security and Fire Safety Report (ASFSR) Notification

The Annual Security and Fire Safety Report (ASFSR) includes statistics for the previous three years concerning certain reported crimes that occurred on campus, including alcohol and other drug law violations and referrals. The report also includes institutional policies

concerning campus security and personal safety including topics such as crime prevention, A&M-San Antonio UPD law enforcement authority, crime reporting policies, disciplinary procedures, and other matters of importance related to security and safety on campus. Notification is sent out to the university community by October 1 of every year by email. You may obtain a copy of this report by contacting the University Police Department at (210) 784-1900 or by accessing the following website: <https://www.tamusa.edu/uploadfile/folders/fcestrad/pdf/pdf-637051743709851695-10.100.150.124.pdf>

VII. Oversight Responsibility

The Office of the Associate Vice President of Student Success and Engagement/Dean of Students and the Director of Human Resources serve as the main contacts who have oversight responsibility of the DAAPP including, but not limited to, updates, coordination of information required in the DAAPP, coordination of the annual notification to employees and students, and the biennial review.

Assistant Vice President of Student Success and Engagement, Dean of Students

Joanna Benavides-Franke

Location: Main Campus, Sen. Frank Madla Building, Suite 312

Phone: (210) 784-1330

Email: JoAnna.Benavides-Franke@tamusa.edu

Chief Human Resources Officer

Martha Gonzalez

Location: Main Campus, Modular Building 107

Phone: (210) 784-2059

Email: Martha.Gonzalez@tamusa.edu

For further information on various resources and events, please visit the following link: <http://www.tamusa.edu/studentengagementsuccess/dean-of-students/alcohol-drug-prevention/index.html>. For more information or to review of the Texas A&M University 2017-2019 Biennial Review of Drug and Alcohol Abuse Prevention Programs, please visit the following link: <https://www.tamusa.edu/documents/dean-of-students/drug-alcohol-abuse-prevention-programs-daapp.pdf>.

APPENDIX B: Drug and Alcohol Abuse Prevention Program 2020-2021

Drug and Alcohol Abuse Prevention Program (DAAPP)

2021 Report

Texas A&M University-San Antonio

The Drug Free Schools and Communities Regulations (34 CFR Part 86) of the Drug Free Schools and Communities Act (DFSCA) require all Institutions of Higher Education (IHE) such as Texas A&M University-San Antonio (A&M-San Antonio) to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs both by students and employees either on its premises and as part of any of its activities. At a minimum, an IHE must annually distribute the following in writing to all student and employees:

- I. Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, rehabilitation, or reentry programs that are available to employees or students; and
- V. A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct or law.

I. Standards of Conduct

The Texas A&M University System and each system member is committed to a drug-free environment and protecting the safety, health, and well-being of all employees and students. A&M-San Antonio is an Alcohol and Other Drugs-Free Campus. The University recognizes and supports local, state, and federal laws, including the Drug Free Schools and Communities Campuses Regulations (DFSCR) and system policies with respect to the sale, use, distribution, and possession of alcoholic beverages and illegal drugs, and the Drug-Free Postsecondary Education Act of 1990 with respect to the manufacture, distribution, sale, possession, or use of marijuana, controlled substances, or dangerous drugs on college campuses and elsewhere.

A. Employees

Each Texas A&M University System member must abide by [Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs](#). Other applicable policies include: The Drug Free Workplace Act of 1988, the Drug-Free Schools and Communities Act of 1989, the Drug-Free Work Force Rules for Department of Defense (DOD) Contractors, and the requirements of the Department of Transportation or other regulatory bodies and applicable state laws.

B. Students

Violations of the Student Code of Conduct are taken seriously. The University may impose disciplinary charges against any student who allegedly violates Texas A&M System policies and regulations, University rules and procedures, and/or local, state, and federal laws concerning controlled substances. Violations of any local, state, or federal law pertaining to controlled substances that occur off campus and are not associated with a University-connected activity may still result in disciplinary charges in situations in which the continued presence of the individual on campus is likely to interfere with the educational process and the orderly operation of the University. University disciplinary proceedings will be in accordance with procedures outlined in the [Student Code of Conduct](#).

II. Legal Sanctions

A&M-SAN ANTONION ANTONIO enforces all federal and state laws and local ordinances

A. Federal

Offense	Minimum Punishment	Maximum Punishment
Manufacture, distribution or dispensing of drugs (includes marijuana)	A term of imprisonment for up to 5 years, and a fine of \$250,000.	A term of life imprisonment without release (no eligibility for parole) and a fine not to exceed \$8,000,000 (for an individual) or \$20,000,000 (if other than an individual).
Possession of drugs (including marijuana)	Imprisonment for up to 1 year, and a fine of not less than \$1,000.	Imprisonment for not more than 20 years nor less than 5 years and fine of not less than \$5,000 plus costs of investigation and prosecution.
Operation of a Common Carrier under the influence of alcohol or drugs	--	Imprisonment for up to 15 years and a fine not to exceed \$250,000.

B. State

Offense	Minimum Punishment	Maximum Punishment
Manufacture or delivery of controlled substance	Confinement in jail for not more than 2 years nor less than 180 days, and a fine not to exceed \$10,000.	Confinement in a state prison for life or for a term of not more than 99 years nor less than 15 years, and a fine not to exceed \$250,000.
Possession of controlled substances (drugs)	Confinement in jail for a term of not more than 180	Confinement in a state prison for life or for a term of not more than 99 years nor less than 10 years, and a fine not to exceed \$250,000.

	days, a fine not to exceed \$2,000, or both.	
Delivery of Marijuana	Confinement in jail for a term of not more than 180 days, a fine not to exceed \$2,000, or both.	Confinement in a state prison for life or for a term of not more than 99 years nor less than 10 years, and a fine not to exceed \$100,000.
Possession of Marijuana	Confinement in jail for a term of not more than 180 days, a fine not to exceed \$2,000, or both.	Confinement in a state prison for life or for a term of not more than 99 years nor less than 5 years, and a fine not to exceed \$50,000.
Driving while intoxicated (includes intoxication from alcohol, drugs, or both)	Confinement in jail for a term of not more than 180 days nor less than 72 hours, and a fine of not more than \$2,000.	Confinement in a state prison for a term of not more than 10 years nor less than 2 years, and a fine of not more than \$10,000.
Public intoxication (Class C Misdemeanor)	Fine not to exceed \$500.	Section 49.02, Texas Penal Code, provides that the offense of public intoxication wherein a person appears in a public place while intoxicated to the degree that the person may endanger himself or another person is punishable as a Class C misdemeanor, unless the person is younger than 21 years old, wherein Sections 106.071 and 106.115, Texas Alcoholic Beverage Code apply and provide for a Class C misdemeanor punishment and attendance at an alcohol awareness program, and where the offender 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.
Purchase of alcohol by a minor	Fine to not exceed more than \$500.	Sections 106.02, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the offense of the purchase of alcohol by a minor is punishable as a Class C misdemeanor and 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.
Consumption of alcohol by a minor	Fine to not exceed more than \$500.	Sections 106.04, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the offense of consumption of alcohol by a minor is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where 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.
Possession of alcohol by a minor	Fines to not exceed more than \$500.	Sections 106.05, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the possession of alcohol by a minor is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where 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)	A fine not to exceed \$4000 or confinement in jail for a term not to exceed one year or both	For a subsequent offense, a fine of not less than \$500 nor more than \$1,000 or confinement in jail for not more than 1 year, or both.

III. Health Risks

There are many types of drugs that trigger harmful effects. Drugs are categorized by the effects of each. According to The Drug Enforcement Agency (DEA) 2015 Resource Guide on Drugs of Abuse, the following risks are associated with drug and alcohol abuse.¹

<u>SUBSTANCE</u>	<u>SOME POSSIBLE LONG TERM EFFECTS</u>
Alcohol	Bleeding from the intestinal tract, damage to nerves and the brain, psychotic behavior, loss of memory and coordination, damage to the liver often resulting in cirrhosis impotence, severe inflammation of the pancreas, and damage to the bone marrow, heart, testes, ovaries, and muscles
Cannabis Synthetic Marijuana	Marijuana, Hashish, Regular use can lead to physical dependence and withdrawal following discontinuation, as well as psychic addiction or dependence
Stimulants Methamphetamine (MDMA Molly, Ecstasy, X, XTC), Nicotine, Amphetamines (Adderall)	Cocaine, Agitation, hostility, panic, aggression, suicidal or homicidal tendencies, paranoia sometimes accompanied by both auditory and visual hallucinations
Depressants (Valium, Xanax), Flunitrazepam (Roofies), GHB	Benzodiazepine Physical dependence even at doses recommended for medical treatment. Withdrawal from depressants can be life threatening.
Hallucinogens Psilocybin (Shrooms, Peyote, PCP)	LSD, Respiratory depression, coma, convulsions, seizures, flashbacks, death
Narcotics Morphine, Codeine, Opium, Hydrocodone, Salvia	Heroin, Restlessness, irritability, loss of appetite, nausea, tremors, drug craving, severe depression, vomiting, blood pressure, chills alternating with increased heart rate, flushing, excessive sweating
Steroids	High cholesterol levels which may increase the risk of coronary artery disease, strokes, heart attacks
Inhalants Paints, Markers, Glue, Cleaning Fluids, Gasoline	Spray Weight loss, muscle weakness, disorientation, inattentiveness, lack of coordination, irritability, depression, damage to the nervous system and other organs

¹ Points on substance abuse long term effects obtained from The Drug Enforcement Agency (DEA) 2020 Resource Guide on Drugs of Abuse found online at: https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf (website last visited 12/16/21).

IV. Drug and Alcohol Programs

The following training, programs, resources, counseling, treatment, rehabilitation, or reentry programs are available to employees and/or students as described below.

A. Employees

Texas A&M University-San Antonio annually notifies employees of [*The Texas A&M University System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs*](#). Additionally, [*Texas A&M University-San Antonio provides employees with Rule 34.02.01.01, Substance Abuse Prevention*](#).

The University offers an Employee Assistance Program (EAP) contracted through ComPsych. ComPsych services can be found via the web <https://www.compsych.com/services>, email info@compsych.com, or telephone (866) 301-9623. Substance abuse may be covered by medical plans offered by Texas A&M University-San Antonio.

A&M-San Antonio offers leave covered under the Family and Medical Leave Act (FMLA). Employees are encouraged to meet with the Office of Human Resources regarding FMLA requests. Medical information, including the reason for the medical leave, remains confidential.

B. Students

Texas A&M University-San Antonio is a drug, alcohol, and tobacco free campus, as stated in the [Student Handbook](#). This includes on-campus housing. The Alcohol and Drug Prevention Committee upholds the mission of the university to enrich the social development of students through alternative programming and by education on safe behavior. The Committee is made up of various offices on campus including, but not limited to, the Dean of Students and representatives from First-Year Experience, University Police Department, Student Counseling Center, Student Rights and Responsibilities, Recreational Sports, University Housing, and a student representative.

Everfi AlcoholEDU, an online alcohol education course, is a mandated course for all incoming students under the age of 21. This course is also open to all students for education on alcohol use and abuse. Also, a Sexual Assault Prevention Course is offered to assist in education on sexual assault prevention.

All new students are presented with general information during their face-to-face or online orientation about the Drug-Free Campus Rule stated in the Student Handbook (Section 15) and the Student Code of Conduct (Section 13). All university-sponsored activities are alcohol and drug free unless approved by the University President, and they provide opportunities for participants to enjoy healthy entertainment and educational activities. Students traveling for

any extracurricular or university-sponsored event must sign a Student Travel Waiver indicating that they have read, understand, and will abide by all University rules.

Through the A&M-San Antonio’s Student Counseling Center, students have free access to licensed mental health providers on campus for initial screening/consultation related to a concern about substance use, with possible referral to outside agencies. Upon request, a Behavioral Health Provider list with options for addiction treatment is available, along with various informational brochures. Also, various screening tools and information are available on the Counseling Center webpage. Please visit the Student Counseling Center at the following link:
<http://www.tamusa.edu/studentengagementsuccess/studentcounseling/Services/AlcoholDrugPrevention/index.html>

C. Resources

1. Residential treatment

San Antonio Recovery Center	(210) 432-3700
Center for Healthcare	(800)-316-9241
Soba Texas	(210) 439-6342
Lifetime Recovery	(210) 734-6362, ext. 8102
Alpha Home (Women)	(210) 735-3822
La Hacienda Treatment Center (Hunt, Texas)	(800) 749-6160
Origins Recovery Center (South Padre)	(888) 843-8935

2. Intensive Outpatient

Creekview Counseling	(210) 280-0262
Right Step- Alamo City Treatment Services	(844) 768-0412
Rise Recovery- Palmer Drug Abuse Program (free) youth/adult	(210) 227-2634

e. Detox

Center for Healthcare Services	(210) 246-1300
The Nix Specialty Health Care	(210) 579-3800
Methodist Transplant (alcohol and benzodiazepine only)	(210) 575- 8110

V. Disciplinary Sanctions

A&M-San Antonio will impose sanctions on employees and students for violation of its policies and standards of conduct (consistent with federal, state, and local

laws) up to and including reprimands, expulsion, termination, and referral for prosecution. Possible sanctions are described in more detail below.

A. Employees

If a supervisor reasonably suspects that use of a controlled substance or alcohol has resulted in absenteeism, tardiness, or impairment of work performance, or is the cause of workplace accidents, the supervisor will immediately notify the appropriate department head or designated administrator. Upon direction from the department head or designated administrator, the supervisor or designated administrator will discuss with the employee the suspected alcohol or drug-related problem(s). The employee will be advised of available alcohol and drug counseling, rehabilitation, or employee assistance programs, and the terms of any applicable disciplinary sanctions. The employee may be required to participate in an assistance program and be subject to discipline (up to and including termination of employment) if they reject participation in the program. All meetings between the employee and the supervisor or designated administrator to address the suspected alcohol or drug-related problem and/or its resolution will be documented in a memorandum to the record and placed in the employee's personnel file.

If discussion and/or participation in available alcohol or drug counseling, rehabilitation, or the employee assistance program fails to resolve the suspected alcohol or drug-related problem(s), or if the employee fails to meet the terms of any applicable disciplinary [34.02.01 Drug and Alcohol Abuse and Rehabilitation Programs](#) sanctions, the employee may be subject to further disciplinary action up to and including employment termination. Any disciplinary action will be governed by system policies on discipline and dismissal and academic freedom, responsibility, and tenure. A record of the action will be placed in the employee's personnel file.

B. Students

Disciplinary action in cases involving drug-related violations may result in suspension, dismissal, or expulsion from the University, and/or eviction from housing, depending on the nature and seriousness of the case. Participation in a substance abuse education or treatment program may be required in addition to other sanctions. This includes, but is not limited to, the Everfi AlcoholEdu online course and the Sexual Assault Prevention Course. Any disciplinary action imposed by the University may precede and be in addition to any penalty imposed by an off-campus authority.

VI. Annual Notification of the DAAP and Biennial Report

A. Employee Notification

Notification of the information contained in the DAAPP is distributed to all current employees of the university on an annual basis via an all-staff email. New employees receive notification during their orientation process. The

DAAPP is also available for review online at [The Alcohol and Drug Prevention Webpage](#).

B. Student Notification

Notification of the information contained in the DAAPP is distributed to all currently enrolled students each semester via jaguar email. The DAAPP is also available for review online at [The Alcohol and Drug Prevention Webpage](#).

C. Annual Security Report Notification

The Annual Security Report (ASR) report includes statistics for the previous three years on certain reported crimes that occurred on campus, including alcohol and other drug law violations and referrals. The report also includes institutional policies concerning campus security and personal safety, including topics such as crime prevention, UPD law enforcement authority, crime reporting policies, disciplinary procedures, and other matters of importance related to security and safety on campus. Notification is sent out to the university community by October 1 of every year by email. You may obtain a copy of this report by contacting the University Police Department at (210) 784-1900 or by accessing the following website: <https://www.tamusa.edu/uploadfile/folders/fcestrad/pdf/pdf-637051743709851695-10.100.150.124.pdf>.

VII. Oversight Responsibility

The Office of the Dean of Students and the Director of Human Resources serve as the main contacts who have oversight responsibility of the DAAPP, including, but not limited to updates, coordination of information required in the DAAPP, coordination of the annual notification to employees and students, and the biennial review.

Interim Dean of Students

Dr. Joni Baker

Location: Main Campus, MOD 109A

Phone: (210) 784-2061

Email: jbaker@tamusa.edu

Chief Human Resources Officer

Martha Gonzalez

Location: Main Campus, Modular Building 7

Phone: (210) 784-2059

Email: Martha.Gonzalez@tamusa.edu

For further information on various resources and events, please visit the following link: <http://www.tamusa.edu/studentengagementsuccess/dean-of-students/alcohol-drug-prevention/index.html>. For more information or review of the Texas A&M University 2017-2019 Biennial Review of Drug and Alcohol Abuse Prevention Programs, please visit the

following link: <https://www.tamusa.edu/documents/dean-of-students/drug-alcohol-abuse-prevention-programs-daapp.pdf>.

APPENDIX C: Annual Notification to Employees 2020

The email notification was sent from Human Resources to all Texas A&M University- San Antonio employees on November 16, 2020, in an attachment to following email:

To A&M San Antonio employees:

All Texas A&M University-San Antonio (A&M-San Antonio) employees need to be aware of Federal and State laws, System policies and regulations, and A&M-San Antonio rules and procedures that affect them in the workplace.

Please take a few minutes to review this Annual Notification to Employees.

Please contact the Human Resources department at (210) 784-2058 for additional information regarding the subjects in the annual notification.

Thank You,

Martha O. Gonzalez, MPA, SPHR
Chief Human Resources Officer
Texas A&M University – San Antonio
(210)784-2059

Martha.Gonzalez@tamusa.edu

employment@tamusa.edu

benefits@tamusa.edu

www.tamusa.edu

Annual Notification to Employees

All Texas A&M University-San Antonio (A&M-San Antonio) employees need to be aware of Federal and State laws, System policies and regulations, and A&M-San Antonio rules and procedures that affect them in the workplace. Please contact your Human Resources department for additional information regarding the subjects below.

REPORTING FRAUD, WASTE, AND ABUSE – EVERYONE’S RESPONSIBILITY

The Texas A&M University System has established a System-wide Risk, Fraud, and Misconduct Hotline. The Hotline is a telephone and web-based reporting system that provides a way to anonymously report instances of suspected fraud, waste, and abuse. Every person, regardless of position, shares in the responsibility for promoting an ethical and safe environment. If you have factual information suggestive of fraudulent, wasteful, or abusive activities involving any system member, employee, student, or other affiliate, we want you to report it. Examples of reportable issues include fraud, theft, misuse of system resources or information, violations of safety rules or environmental laws, conflicts of interest, or discrimination.

Reports may be made directly through the Risk, Fraud and Misconduct Hotline via telephone at (888) 501-3850, directly to System Internal Audit at (979) 458-7100, or online at <https://secure.ethicspoint.com/domain/media/en/gui/19681/index.html>. You can also report issues involving fraud, waste, and abuse to the Texas State Auditor’s Office at (800) 892-8348 or <https://sao.fraud.texas.gov/ReportFraud/>.

CIVIL RIGHTS COMPLIANCE PROGRAM

No individual on the basis of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, gender identity, or gender expression shall be excluded from participation in, denied the benefits of, or be subjected to discrimination under any university program or activity. All employees are responsible for ensuring their work and educational environments are free from discrimination, sexual harassment, and/or related retaliation.

When alleged or suspected discrimination, including sexual harassment, is experienced by, observed by, or made known to an employee in the course and scope of their employment, the employee is responsible for promptly reporting that information as indicated below. An employee’s failure to report alleged or suspected discrimination may result in disciplinary action, including dismissal. The university must dismiss an employee if, in accordance with its applicable disciplinary processes, the university determines that the employee knowingly failed to make a required report, or that the employee, with the intent to harm or deceive, knowingly made a report that is false. In addition, the individual may be subject to criminal prosecution and incarceration.

All concerns or complaints regarding any type of illegal discrimination based on a protected status, including sex, should be brought to the attention of the A&M-San Antonio Title IX Coordinator, Joni Baker, Ph.D.; One University Way, Modular 109, San Antonio, Texas 78224, (210) 784-2003, and/or the Office of Civil Rights (Dallas Office), U.S. Department of Education, 1999 Bryan Street, Suite 1620, Dallas, Texas 75201-6810, (214) 661-9600. Reports can also be made anonymously through <https://secure.ethicspoint.com/domain/media/en/gui/19681/index.html>.

CRIME INFORMATION & STATISTICS

A&M-San Antonio is committed to assisting all members of the University community in providing for their own safety and security. The Annual Security and Fire Safety Report is available from the University Police

Department (UPD) website at <https://www.tamusa.edu/upd/cleryinfo/index.html>. If you would like to receive the combined Annual Security and Fire Safety Report that contains this information, visit UPD at One University Way, Sen. Frank L. Madla Building, Room 120, San Antonio, Texas, 78224, or you can request that a copy be mailed to you by calling UPD at (210) 724-1900.

The UPD website and report contain information regarding campus security and personal safety, including topics such as crime prevention, fire safety, University law enforcement authority, crime reporting policies, disciplinary procedures, and other matters of importance related to security and safety on campus. They also contain statistics for the three previous calendar years concerning certain reported crimes that occurred on campus, in certain off-campus building or property owned or controlled by A&M-San Antonio and on public property within or immediately adjacent to and accessible from the campus. This information is required by law and provided by UPD.

OUTSIDE EMPLOYMENT

The Texas A&M University System policies and regulations allow both faculty and non-faculty employees to hold an outside job, engage in outside consulting work, and/or have an ownership interest or serve on the board of an entity. The outside employment activity must be approved in advance by the appropriate vice president and must not interfere with the assigned workload and responsibilities of the employee; employees must complete the A&M-San Antonio “External Employment Application and Approval” Form, which can be found at <https://assets.system.tamus.edu/files/policy/pdf/ExternalEmploymentForm.pdf>. The activity must be reasonable in amount and conducted according to the standards of conduct prescribed by law. In addition, the activity must avoid unfair competition with private enterprises, must not conflict with the interests of the State of Texas, and must not be represented as having the endorsement or sponsorship of the system or A&M-San Antonio, which prohibits the use of University resources for external employment. For additional information, please see the following policies:

System Regulation 31.05.02, External Employment <https://policies.tamus.edu/31-05-02.pdf>

[A&M-San Antonio Rule 31.05.01.01](#), *click to view Faculty Consulting, External Professional Employment, and Conflicts of Interest*

System Regulation 33.04.01, Use of University Resources for External Employment,
<http://policies.tamus.edu/33-04-01.pdf>

COMPENSATORY TIME

All State agencies are required to notify their employees of the State's policy on compensatory time. Please see this [information](#) from the Department of Labor about compensatory time (or “comp time”). Requests for compensatory time for exempt employees requires approval from the University President. All comp time, regardless of whether the employee is exempt or nonexempt, must be authorized in advanced. For additional information, see the following policies:

System Regulation 31.01.09, Overtime <http://policies.tamus.edu/31-01-09.pdf>

[A&M-San Antonio 31.01.09.01.01, Overtime](#)

UPDATING EMPLOYEE DISABILITY STATUS

A&M-San Antonio remains committed to providing a workplace free from discrimination and one that is inclusive and welcoming. In accordance with federal regulations, employees are invited to identify as an individual with a disability, if applicable. Self-identification is voluntary, will be kept confidential, and will not be used against employees in any way. To self-identify, you can complete the Voluntary Self-Identification of Disability Form and submit it to the Offices of Human Resources, or logon to Workday, select Personal Data in your profile, and 'Change Self Identification of a Disability'.

UPDATING EMPLOYEE EMERGENCY CONTACT INFORMATION

Your department will use emergency contact information to inform your family or designee if you are injured or involved in an emergency while working. To keep this information current, all employees are urged to update their contact information each year. To access and update your personal data in Workday log into SSO, then select Workday, go to your Personal Information and select 'Personal Data,' select Emergency Contacts to review your information, then select 'Edit' to update your emergency contact information.

HIV/AIDS AND THE WORKPLACE BROCHURE

The Human Immunodeficiency Virus Service Act, Chapter 85, Texas Health and Safety Code, specifies that workplace guidelines be established to ensure that the rights and privileges of individuals infected with the Human Immunodeficiency Virus (HIV) are protected. A brochure offered by The Texas Department of State Health Services can be reviewed [online](#). Please review *System Regulation 34.04.03, HIV/AIDS in the Workplace and Learning Environment* at <https://policies.tamus.edu/34-04-03.pdf>. For additional information, visit the Texas Department of State Health Services (DSHS) at <http://dshs.texas.gov/hivstd/info/hivworkplace.shtm>.

REPORTING TO SUPERVISOR ANY ARREST, CRIMINAL CHARGE, OR CONVICTION

A&M-San Antonio employees must report to their supervisor, within 24 hours or at the earliest possibility thereafter, any criminal arrests, criminal charges, or criminal convictions, excluding misdemeanor traffic offenses punishable only by fine. Failure to make the report required by this section shall constitute grounds for disciplinary action, including dismissal. See *System Regulation 33.99.14, Criminal History Record Information—Employees and Applicants* at <https://policies.tamus.edu/33-99-14.pdf>

DRUG AND ALCOHOL ABUSE PREVENTION AND REHABILITATION PROGRAM

Texas A&M University-San Antonio is committed to protecting the safety, health, and wellbeing of its students, employees, and all people who come into contact with its property and facilities. Recognizing that alcohol and substance abuse poses a direct and substantial threat to this goal, A&M-San Antonio is committed to providing an alcohol and illegal substance free working environment for all of its employees; educating employees and students about alcohol and drug issues; deterring the irresponsible use of alcoholic beverages; and prohibiting the unlawful manufacture, use, possession, or distribution of controlled substances. In accordance with the Drug-Free Schools and Communities Act Amendments of 1989, A&M-San Antonio has established an alcohol and drug awareness and prevention program for its employees and students. The program provides information regarding the dangers and health risks of alcohol and drug abuse; available alcohol and drug counseling, rehabilitation, and employee assistance programs; and the sanctions that may be imposed on students and employees for alcohol and drug violations. The policies, rules, and procedures are designed to comply with applicable laws and regulations. Please review the following:

System Policy 34.02, Drug and Alcohol Abuse <http://policies.tamus.edu/34-02.pdf>

System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs <http://policies.tamus.edu/34-02-01.pdf>

[A&M-San Antonio Rule 34.02.01.01, Substance Abuse Prevention.](#)


REQUIRED NOTICE TO EMPLOYEES REGARDING THE PREVENTION OF ALCOHOL ABUSE AND ILLICIT DRUG USE AT A&M-SAN ANTONIO LOCATIONS

In order to comply with the Drug-Free Schools and Communities Act of 1994 (20 U S C 7101 et seq.), required information as outlined in Section 3.2 of *System Regulation 34.02.01, Drug and Alcohol and Rehabilitation*

Programs is distributed annually to all employees and students. A&M-San Antonio is committed to the elimination of alcohol abuse and illicit drug use. Alcohol abuse and illicit drug use disrupt the environment of personal growth all institutions of higher education seek to develop. The higher education community desires to prevent the negative consequences that alcohol abuse and illicit drug use can have on the learning environment.

This summary provides standards of conduct, legal sanctions, disciplinary sanctions, and health risks associated with alcohol and other drug abuse.

APPENDIX D: Alcohol, Drug and Tobacco Free Campus Notification 2019-2020 and 2020-2021



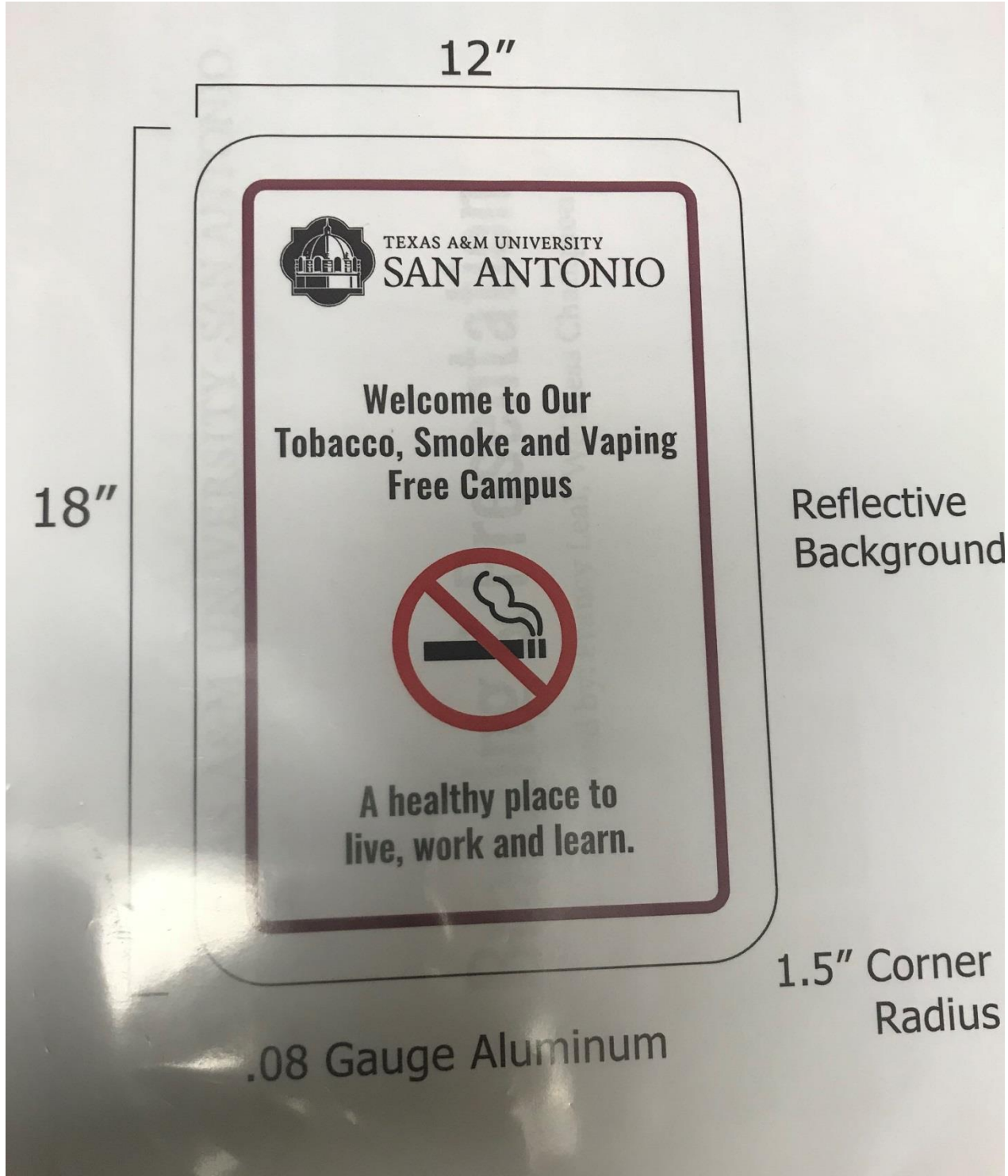
TEXAS A&M UNIVERSITY
SAN ANTONIO
is an alcohol, drug, tobacco,
smoke and vape-free campus.
Creating a healthy place to live, work & learn.
For more information: <http://bit.ly/alcdrugprev>

Texas A&M University- San Antonio is an alcohol, drug, tobacco, smoke, and vape-free campus.

For further information, please refer to the [Student Handbook, Section 15: University Drug and Alcohol Rules](#) for further information or contact DOS@tamusa.edu for questions.

APPENDIX E: Tobacco, Smoke, and Vape Free Campus Signs

Texas A&M University- San Antonio created a total of six (6) metallic signs and placed them around campus, including entrances to parking lots.



APPENDIX F: Student Handbook Alcohol and Drug Policies and Procedures

Student Handbook, Section 14.4: Conduct Rules and Regulations, C. Alcohol, Page 37

c. Alcohol

Includes but is not limited to:

1. Use, possession, manufacturing, or distribution of any alcoholic beverage in public areas of University property that has not been approved for such activity;
2. Use, possession, manufacturing, or distribution to any person under twenty-one (21) years of age;
3. Public intoxication or drunkenness;
4. Driving while intoxicated or while under the influence of alcohol.

Note: For information regarding the 911 Lifeline Law, please see Article VI.

For more information on alcohol and other drugs policies, please see General University Rules.

Student Handbook, Section 14.4: Conduct Rules and Regulations, G. Controlled Substances and illegal Drugs, Page 39

g. Controlled Substance and Illegal Drugs

- i. The act of using, possessing, being under the influence of, manufacturing, or distributing illegal drugs or illegally obtained/ possessed controlled substances on University property or at University sponsored activities is prohibited. Individuals may not operate a motor vehicle or other form of transportation while under the influence of drugs or while intoxicated.
- ii. Possession of drug paraphernalia, as defined as object(s) used for or intended to be used for the consumption of prohibited substances, is also prohibited.

Student Handbook, Section 14.5: Article V: Procedure related to Exigent Circumstances and Public Safety, Pages 47

Parental Notification of Alcohol & Drug Violations:

Changes in the law that governs the privacy of student records, Family Educational Rights and Privacy Act (FERPA), permits colleges and universities to inform the parents/guardians of students less than 21 years of age when their son/daughter has been found in violation of university alcohol and drug regulations.

Student Handbook, Section 14.5.1: Amnesty Reporting, Page 48

Pertains to students who report being a victim of or witness to Title IX violations, hazing, and underage alcohol or drug use/abuse.

1. 911 Lifeline Law: In 2011, the Texas Legislature passed a law providing a partial amnesty program for individuals who are under the age of 21 and call 911 because someone might have alcohol poisoning. Texas A&M University-San Antonio holds student safety as the number one priority. In order to ensure that students are able to call for help when needed,

the Office of Students Rights and Responsibilities may not issue charges under the Student Code of Conduct for alcohol possession or consumption by a minor in certain circumstances. This amnesty may be applied when a student is the first person to contact emergency personnel (911 or 1911 on campus), remains on the scene until medical personnel arrives, and fully cooperates with EMS and law enforcement. Charges may still be filed if other code allegations and/or violations of law occurred.

2. Amnesty for Students Reporting Sexual Misconduct: In 2017, the Texas Legislature passed a law providing an amnesty program for students who report incidents of sexual misconduct. Students who, in good faith, report to the institution of being a victim of, or a witness to, an incident of sexual harassment, sexual assault, dating violence, domestic violence, or stalking may be provided amnesty regarding other potential code violations, including, but not limited to, underage alcohol consumption and use of illegal drugs. Amnesty does not apply to a student who reports their own commission or assistance to the commission of sexual misconduct. For additional information, please contact the Title IX Coordinator.

3. Amnesty for Students Reporting Hazing: Students who, in good faith, report to the institution being a victim of, or witness to, an incident of hazing may be provided amnesty regarding other potential conduct violations, including, but not limited to, underage alcohol consumption and use of illegal drugs.

Student Handbook, Section 16 University Drug and Alcohol Rules, Pages 73-78

16.1 Texas A&M University-San Antonio Drug-Free Campus Rule

Texas A&M University-San Antonio is a Drug-Free Campus. Alcohol is not allowed on University property or at University sponsored events, unless approved by the Office of the President. Texas A&M University-San Antonio recognizes and supports local, state, and federal laws with respect to the sale, use, distribution, and possession of alcoholic beverages and illegal drugs and the Drug-Free Postsecondary Education Act of 1990 with respect to the manufacture, distribution, sale, possession, or use of marijuana, controlled substances, or dangerous drugs on college campuses and elsewhere.

Purpose of Drug-Free Campus Rule: Texas A&M University-San Antonio strives to assist students in achieving their potential and in becoming self-directed in all activities. Because growth and development are shaped by a student's experience, the University seeks to maintain an environment where students can learn how to live fulfilling and productive lives. Substance abuse disrupts this environment and threatens not only the lives and well-being of our students, faculty, and staff, but also their potential for contribution to society. It is important for all members of the University community to take responsibility for preventing substance abuse from negatively affecting the community's learning environment and the academic, physical, and emotional well-being of its members.

In recognition of the problems of substance abuse, the university has developed this University-wide drug-free rule, which involves education, prevention, intervention, and treatment as well as disciplinary sanctions for those found in violation of the rule. The University has established comprehensive substance abuse prevention programs such as the Online Mental Health Screening, which is available 24/7 to help eliminate the threat that substance abuse poses. Through education, the University is committed to helping everyone achieve their personal and academic goals.

16.2 Alcohol Rule

Individuals must be at least 21 years old to purchase, possess, or consume alcoholic beverages. Texas A&M University-San Antonio is an educational institution dedicated to the pursuit of excellence, the promotion of academic achievement, and the advancement of knowledge. Because of the University's interest in the intellectual, physical, and psychological well-being of the campus community, it is important that the University takes steps to curtail the abusive or illegal use of alcoholic beverages. This will be accomplished by educating members of the University community about the effects of misuse and use of alcohol, and enforcement of this rule. The use of alcoholic beverages by members of Texas A&M University-San Antonio community is at all times subject to the alcoholic beverage laws of the State of Texas.

1. University policy prohibits the possession of any alcoholic or intoxicating beverage(s) on University property except in specified locations and only when permitted by policy. On-campus use of alcohol can only be authorized by the Texas A&M University-San Antonio President and only in designated locations.
2. Student organizations must comply with the guidelines set forth for registered student organizations. Please refer to the Student Organization Handbook.
3. Individuals not in compliance with this Rule are subject to arrest and/or citation by the University Police Department. The offending student or organization will also be subject to University disciplinary action and sanctions commensurate with the offense and any aggravating or mitigating circumstances.

16.3 Controlled Substances And Illegal Drugs Rule

All members of the University community are expected to abide by local, state, and federal laws pertaining to controlled substances and illegal drugs. More specifically, the Texas A&M University-San Antonio Student Code of Conduct prohibits manufacturing, possessing, having under control, selling, transmitting, using, or being party thereto any illegal drug, controlled substance, or drug paraphernalia on university premises or at university-sponsored activities.

The term "controlled substances," when used in this handbook, shall refer to those drugs and substances whose possession, sale, or delivery results in criminal sanctions under the Texas Controlled Substance Act [Texas Civil Statutes, Article (4476-15)], as well as substances that possess a chemical structure similar to that of a controlled substance (e.g., "designer drugs").

16.4 Smoking and Tobacco Use

Texas A&M University-San Antonio (A&M-San Antonio) is committed to ensuring a safe, healthy, and pleasant work and learning environment on all University-controlled property. The University is a tobacco and smoke-free campus. This applies to all faculty, staff, students, and visitors on University-controlled property or using University-owned or leased/rented vehicles. It is the responsibility of all members of the Texas A&M University-San Antonio community to observe the provisions and comply.

All A&M-San Antonio campuses and locations are non-smoking and tobacco free. Smoking (cigars, cigarettes, electronic cigarettes, etc.) and smokeless tobacco (chewing tobacco, "dip," electronic cigarettes, vaping, etc.) are prohibited.

Violations will be handled in a manner outlined in the applicable faculty, staff, and student code of conduct publications.

16.5 Education, Prevention And Referral For Treatment

Texas A&M University-San Antonio students have access to free counseling services on campus. If a professional within the Student Counseling Center cannot assist a student with their alcohol and drug treatment, a Behavioral Health Provider list with options for addiction treatment is available.

Programs listed as representative referral sources should not be interpreted as an endorsement by the University.

The Drug and Alcohol free-campus rule reviews education, prevention, intervention, and treatment activities for students, as well as disciplinary sanctions for those found in violation of the rule. The University has established comprehensive substance abuse prevention programs such as the Online Mental Health Screening, which is available 24/7, to help eliminate the threat that substance abuse poses. Through education, the University is committed to helping individuals achieve their personal and academic goals.

Alcohol and Drug Education & Prevention Programming: The Division of Student Success and Engagement established the Alcohol and Other Drug (AOD) Prevention Committee to provide educational programming to students on campus. This includes informational tables on safe behavior while drinking, bystander intervention, standard drink education, consent under the influence of alcohol, dangers of alcohol poisoning, education on Texas 911 Lifeline Law, party drug information, etc. Other educational programs include 4:20 marijuana education, drunk goggle simulations, education bingo, and education on resources on campus. A comprehensive list can be found on the Webpage for AOD:

<http://bit.ly/alcdrugprev>.

- **Alcohol Education Course:** The University mandates that all in-coming students under the age of 21 complete a 2-part alcohol education course starting Fall 2018. The online education module is hosted through Everfi, which also provides a Sexual Assault Prevention course, previously entitled Haven, and a Prescription Drug Course. These courses are open for all university students to complete. An AlcoholEDU for sanction course is also available for students found responsible for violation of law/policy regarding use or possession of alcohol.
- **Jaguar First Fridays:** Every First Friday of the Semester, a late-night alternative program is held for student from 7-9 p.m. These events are alternatives to going out drinking on a weekend and showcases how students can have fun on campus without using alcohol or other drugs. Events include National Night Out Block Party, movie nights, lotteria, and more.
- **Jaguars Step In. Speak Up. Support:** Flyers and banners are placed around campus to highlight various components of safe behavior, bystander intervention, and social norms around alcohol. Also, they provide further information on resources on campus students can use in cases of alcohol poisoning, such as the Texas 911 Lifeline Law and the Student Counseling Center.

Referral: All enrolled students at Texas A&M University – San Antonio are eligible to receive initial consultation appointments with the Student Counseling Center to assess their needs. The initial consultation is used to make treatment recommendations based on symptoms, severity, appropriateness of services, and availability of resources. In addition to services offered at the Student Counseling Center for alcohol and drug treatment, a Behavioral Health Provider list with options for addiction treatment is available. Programs listed as representative referral sources should not be interpreted as an endorsement by the University.

- **Alcohol and Drug Screening:** The University recognizes alcohol/drug dependency as an illness and a major health problem. Excessive use of alcohol and other drugs is a serious health problem in itself, but alcohol and drug abuse also can contribute to a host of other physical and mental health problems such as complications in pregnancy, violent behavior, HIV infection and other sexually transmitted diseases, psychological depression, hallucinations and death. The Student Counseling Center offers confidential online screening and assessment.

- **Resources:** Information, assessment and referral services for alcohol or drug-related problems are available on campus:
 1. Services for students are available at the Office of Student Success and Engagement (210) 784-1330.
 2. Student Counseling Center (210) 784-1331
 3. Services for employees are available through the University’s human resources office.
 4. Other resource: San Antonio Council on Drug & Alcohol Abuse, 7500 HWY 90 W., Building 1 Ste. 100, San Antonio, Texas 78227, (210) 225-4741.

16.6 Risks

There are many types of drugs that trigger harmful effects. According to the National Institute on Drug Abuse and the National Institute on Alcohol Abuse and Alcoholism, the following risks are associated with drug and alcohol abuse.

SUBSTANCE	SOME POSSIBLE LONG TERM EFFECTS
Alcohol	Bleeding from the intestinal tract, damage to nerves and the brain, psychotic behavior, loss of memory and coordination, damage to the liver often resulting in cirrhosis impotence, severe inflammation of the pancreas, and damage to the bone marrow, heart, testes, ovaries, and muscles
Cannabis Marijuana, Hashish, Synthetic Marijuana	Regular use can lead to physical dependence and withdrawal following discontinuation, as well as psychic addiction or dependence
Stimulants Cocaine, Methamphetamine (MDMA Molly, Ecstasy, X, XTC), Nicotine, Amphetamines (Adderall)	Agitation, hostility, panic, aggression, suicidal or homicidal tendencies, paranoia sometimes accompanied by both auditory and visual hallucinations
Depressants Benzodiazepine (Valium, Xanax), Flunitrazepam (Roofies), GHB	Physical dependence even at doses recommended for medical treatment. Withdrawal from depressants can be life threatening.
Hallucinogens LSD, Psilocybin (Shrooms, Peyote, PCP)	Respiratory depression, coma, convulsions, seizures, flashbacks, death
Narcotics Heroin, Morphine, Codeine, Opium, Hydrocodone, Salvia	Restlessness, irritability, loss of appetite, nausea, tremors, drug craving, severe depression, vomiting, blood pressure, chills alternating with increased heart rate, flushing, excessive sweating
Steroids	High cholesterol levels which may increase the risk of coronary artery disease, strokes, heart attacks
Inhalants Spray Paints, Markers, Glue, Cleaning Fluids, Gasoline	Weight loss, muscle weakness, disorientation, inattentiveness, lack of coordination, irritability, depression, damage to the nervous system and other organs

¹ Points on substance abuse long term effects obtained from The Drug Enforcement Agency (DEA) 2020 Resource Guide on Drugs of Abuse found online at: https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf (website last visited 12/16/21).

16.7 University Disciplinary Process In Regard To Alcohol And Illegal Drugs

University disciplinary charges may be pursued against any student alleged to have violated Texas A&M System policies and regulations, University rules and procedures and/or local, state, and federal laws concerning controlled substances. Violations of any local, state, or federal law pertaining to controlled substances that occur off campus and are not associated with a University-connected activity may still result in disciplinary charges in situations in which the continued presence of the individual on campus is likely to interfere with the educational process and the orderly operation of the University. University disciplinary proceedings will be in accordance with procedures outlined in the Student Code of Conduct.

Voluntary admission to a substance abuse treatment program prior to the issuance of charges may be looked upon favorably in disciplinary cases. Disciplinary action in cases involving drug-related violations may result in suspension, dismissal, or expulsion from the University, depending on the nature and seriousness of the case. Participation in a substance abuse education or treatment program may be required in addition to other sanctions. Any disciplinary action imposed by the University may precede and be in addition to any penalty imposed by an off-campus authority.

16.8 Student Organization Responsibility For Alcohol And Drug-Free Rule

The Student Organization Responsibility for Alcohol and Drug-Free Rule provides that any student organization functioning at the University which knowingly permits or authorizes the sale, distribution, serving, possession, consumption, or use of marijuana, a controlled substance, or a dangerous drug when such sale, distribution, serving, possession, consumption, or use is not in compliance with the laws of this state shall have its recognition as a student organization withdrawn and shall be expelled from campus for a minimum of a calendar year from the year of determination of guilt. The organization shall also be prohibited from the use of all property and facilities of the university with which it is affiliated. These disciplinary actions are subject to administrative review and hearing procedures as are provided in the code.

16.9 Travel Policy As Applied To Drug-Free Campus Policy

Students should be aware that they are responsible for abiding by the Drug-Free Campus Policy, and they may be held liable, both civilly and criminally, in the event that they are found in violation. When students travel, they should know that their point of destination is considered an extension of the campus. Violations occurring off campus will be treated the same as if the violations occurred on campus. All students participating in extra-curricular travel are required to complete the necessary travel forms prior to departure and return them to the Office of Student Activities. These forms are available in the Office of Student Activities and on JagSync.

APPENDIX G: Know Your Rights Student Notification

Dear Jaguars,

On behalf of the Office of Student Engagement, we welcome you to an exciting new semester!

As a community member on campus, it is important that everyone understands the policies that govern the university with regard to conduct. To be cognizant of policies on campus, please review the following.

Student Handbook and Student Code of Conduct:

Texas A&M University- San Antonio provides a variety of services designed to assist all students throughout their time on campus. [The Student Handbook](#) outlines the services and programs offered to better assist all students in their academic success and social and professional development.

Inside the Student Handbook is [The Student Code of Conduct](#), which is the outline of policies and procedures used to ensure fair treatment of all members of the community by establishing standards of behavior, both scholastic and behavioral. The Student Code of Conduct applies to both on-campus conduct and/or conduct occurring off-campus by students and student organizations.

The Division of Student Success and Engagement administers the Student Handbook and the Student Code of Conduct. All registered students are held responsible for knowing and abiding by these University rules. Please take the time to review the Student Handbook and the Student Code of Conduct. For more information, please visit the website at <http://bit.ly/TAMUSASStudentHandbook> or contact The Office of Student Rights and Responsibilities (OSRR) by calling (210) 784-1377 or by email at StudentRR@tamusa.edu.

Sexual Misconduct Policies:

Texas A&M University- San Antonio prohibits any form of sex discrimination, including sexual harassment, sexual violence, dating violence, domestic violence, or stalking. As a result, A&M-San Antonio promptly and thoroughly investigates all complaints of sex discrimination in accordance with applicable federal and state laws, Texas A&M System Regulation 08.01.01, and University rules and procedures that address sexual assault, domestic violence, dating violence, and stalking.

Any member of the campus community or public who witnesses, are subjected to, or are informed about incidents of sex discrimination and/or related retaliation involving faculty, staff, or students must contact the University's Title IX coordinator or a Deputy Title IX Coordinator. The University's Title IX Coordinator is Joni Baker who may be contacted by calling (210) 784-2061 or by email at jbaker@tamusa.edu.

Please visit the Title IX webpage for more information at <http://bit.ly/tamusatitleix>. For a complete copy of A&M-San Antonio's policy governing sexual misconduct, visit <http://www.tamusa.edu/humanresources/eo.html>.

On Campus Resource- Student Counseling Center (SCC):

The Student Counseling Center provides short-term individual, couples, and group counseling services, consultation, and prevention services that facilitate students' academic and life goals and enhance their personal growth and well-being. The staff of licensed mental health professionals work with students to identify effective strategies both to cope with difficult situations and to achieve goals.

Students may report issues of sexual harassment or sexual violence confidentially through SCC since Counselors are not required to, nor may they, report an incident that in any way identifies the student concerned without the student's consent.

SCC will provide psycho-education each semester to the campus community members on risk reduction in order to recognize warning signs of abusive behavior and to take prevention measures. Ongoing prevention and awareness campaigns for students, staff, and faculty will take place to inform the University community about the risk of sexual assault, domestic and dating violence, and stalking.

For more information regarding counseling and/or programs, please visit the [Student Counseling Center](#) or call (210) 7884-1331.

Campus Safety:

The safety of the campus begins with the University community. It is everyone's responsibility to report any incidents on campus. Students, faculty, and staff are also encouraged to be aware of their personal safety and security and to be responsible in their actions while on campus. If you observe violence or witness conditions that perpetuate violence, it is then your responsibility to report it. If you or someone you know feels they are in danger, please contact The University Police Department (UPD) at the following:

(210) 784-1900 (nonemergency) or
(210) 784-1911 (emergency).

In the event a situation arises that constitutes a serious or ongoing threat to students and employees, a campus-wide "timely warning" will be issued through the University Police Department. The alert will be sent primarily through campus email and in combination with other means of communication.

Campus members are encouraged to sign up for the SafeZone app. This app connects you directly to A&M-San Antonio PD when there is an emergency on campus, 24 hours a day, seven days a week. If you trigger the alert, you are connected with the police department dispatch and at the same time police officers in the field will see where you are on a display map and will head for your location.

Texas A&M University-San Antonio wants to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. All Student Engagement and Success personnel can assist students in reporting to the appropriate agencies if there is a concern on campus. Below is a list of some ways to be safe in the community and be an active bystander in protecting others.

Stay alert. When you're moving around on campus or in the surrounding neighborhood, be aware of your surroundings.

Be careful about posting your location on social media sites.

Be secure. Lock your door and windows when you're asleep and when you leave your room.

Protect your drink. Don't leave your drink unattended, and watch out for your friends' drinks if you can.

Make others earn your trust. A college environment can foster a false sense of security. They may feel like fast friends, but give people time to earn your trust before relying on them.

Understand resources available: Refer people to on or off campus resources for support in health, counseling, and with legal assistance. A comprehensive list of resources can be found on the [Student Counseling Center](#) website.

File a Report:

If you or someone you know wants to file a report in regard to a policy violation, please use the following link: <http://bit.ly/FileAReport>. If you have a question about filing a report, please contact The Office of Student Rights and Responsibilities (OSRR) by calling (210) 784-1377 or by email at StudentRR@tamusa.edu.

If there is an immediate emergency, please contact UPD at the emergency number of (210) 784-1911.

APPENDIX H: 2019-2021 Program Inventory

2020-2021 DAAPP Program Inventory

(September 1, 2020 - August 31, 2021)

<u>DATE</u>	<u>Program Name</u>	<u>Attendance</u>
11/12/2020	AOD Committee Training- UPD	
4/28/2021	Webinar: CollegeAIM: What Colleges and Communities Need to Know	
10/27/2020	Health and Wellness Virtual Fair	2
3/11/2021	AOD - Delta Chi Alcohol Presentation	18
9/4/2020	Jaguar First Friday: Painting with a Twist	70
10/2/2020	Jaguar First Friday: National Night Out	114
12/4/2020	AOD First Friday- Paint your Stress away (with OSRR)	6
1/25/2021	"Pop" into the Semester (OSRR & AOD)	32
2/12/2021	Valetine's Day Bingo (AOD)	15
3/5/2021	Jaguar First Friday: Game Night on the Lawn	60
3/17/2021	AOD: St. Patricks Day Pot of Gold Guessing Game	20
4/15/2021	LIVE: Happy Hour Takeover with Yanellie	22
4/20/2021	4.20: Got the Munchies	38
4/30/2021	First Friday: Movie on the Lawn	45
5/5/2021	LIVE: Cinco de Mayo Happy Hour Takeover with Yanellie	25
8/25/2021	General's Birthday Party	230

2019-2020 DAAPP Program Inventory

(September 1, 2019 - August 31, 2020)

DATE

Program Name

Attendance

Date	Title	#
9/20/19	Risk Management Training	20
9/26/19	Safe2Save Lunch & Learn: AOD & Student Involvement	33
11/5/19	Lunch & Learn: National Smoke Out Week Luncheon	40
11/13/2019	Faculty Lunch & Learn: Student Referrals	6
11/20/2019	Plagiarism 101	6
1/6/20	Transfer Info Fair	20
1/7/20	Transfer Info Fair	21
1/8/20	NSO Responsible Jaguars	15
1/8/20	NSO Info Fair	15
1/9/20	Transfer Info Fair	23
1/10/20	ECHS Responsible Jaguars	45
1/13/20	Breakfast Club Info Fair	60
6/10/20	SEAS Summer Assessment- Presentation on AOD CAS	20
6/11/20	SEAS Summer Assessment- Presentation on AOD CAS	14
6/17/20	Office Video Filming for Transfer Students	12
7/9/20	AOD Committee Training: Trends on campus	12
7/15/20	Advisors Training- OSRR and AlcoholEDU	10
7/23/20	JagX Student Worker Training for OSRR & AlcoholEDU	20
8/6/20	AOD Presentation for SSE All Staff Meeting	50
8/7/20	SOLD Risk Management Training	28
8/10/20	Transfer Assembly Info Fair- COAS	23

8/11/20	Transfer Assembly Info Fair- COB	20
8/11/20	Transfer Assembly Info Fair-COE	15

AOD Social Media

AOD launched an Instagram account in September of 2020 with the following goals:

- Marketing for events, including late-night alternative events entitled Jaguar First Friday
- Increase the amount of educational programming for AOD
- Marketing of social norms campaign for bystander intervention, reporting, safe behavior, etc.

By August 31, 2020, the AOD Instagram account had a total of 377 followers and had shared 72 posts and 186 stories. Most of the posts were educational in nature, and include the following breakdown:

-Mocktales (11%)

-AlcoholEDU Course (8%)

-Alcohol and Other Drug Education (27%)

-Event (39%)

-Other (14%)

AOD created two series for *#ThirstyThursdays* with the emphasis on mocktails and safe behavior:

1) *'One-Minute Mocktails'*- This is a 1-3 minute short video once a month that allows the AOD Committee to introduce themselves and what their role is on campus. A quick one-minute mocktail is made to show how easy it is to create an alcohol-free drink.

2) *'Mocktales'*- This is up to a 15-minute video posted once a month with a host speaking to at least one member of the AOD Committee. This series goes into more detail about what the various offices do on campus and the resources they can provide.

Fall 2019 Jaguar First Friday Events:

DATE	OFFICE	EVENT	#
September 6	Rec Sports	Luau Party	85
October 4	OSRR/ UPD	NNO Block Party	150
November 1	Housing- Esperanza Hall	Dia de Los Muertos Celebration	53

December 6	SASC	Holiday Spirits	13
------------	------	-----------------	----

Spring 2020 Jaguar First Friday Events:

DATE	OFFICE	EVENT	
February 7	Mays Center	Lotteria Night	20
March 6	AOD Committee	Safe Spring Break (daytime)	56
April 3	Student Counseling Center	Glow Dance Party	Cancelled
May 1	Rec Sports	End of Year Celebration (daytime)	Cancelled

APPENDIX I: 2020-2021 New Student Orientation Dates

Spring 2021 Transfers

TR (F, P, R, T, U)	
NSO Complete (Virtual Asynchronous Modules)	736

Spring 2021 First-Years

NSO Complete	
Saturday, December 19	12
Thursday, January 7	16

Spring 2021 Dual Credit

NSO Complete	
Virtual Asynchronous Modules	13

Fall and Summer 2020 Transfer

Fall	
Transfer (F, P, R, T, U)	
NSO Complete (Virtual Asynchronous Modules)	1201
Summer	
TR (F, P, R, T, U)	
NSO Complete (Virtual Asynchronous Modules)	194

Fall 2021 First-Years

NSO Complete	
Friday, April 16	23
Thursday, May 13	99
Saturday, May 22	88
Tuesday, June 8	97
Tuesday, June 15	83
Tuesday, June 22	89
Tuesday, July 13	110
Tuesday, July 20	96
Saturday, July 24	114
Tuesday, July 27	96
Tuesday, August 3	93
Special Situations (Virtual Asynchronous Modules)	71
Total	1059

Fall 2021 Dual Credit

NSO Complete	
Virtual Asynchronous Modules	143

APPENDIX J: Student Counseling Center Alcohol and Drug Data 2019-2021

305.00	F10.10	Alcohol Use Disorder; Mild	3
291.89	F10.14	Substance/Medication-Induced Depressive Disorder; Alcohol; With use disorder, mild	5
303.90	F10.20	Alcohol Use Disorder; Moderate	1
<no code>	F10.21	Alcohol Use Disorder; Moderate, In early remission	1
305.20	F12.10	Cannabis Use Disorder; Mild	5
304.30	F12.20	Cannabis Use Disorder; Moderate	24
292.9	F12.99	Unspecified Cannabis-Related Disorder	20
292.9	F19.99	Unspecified Other (or Unknown) Substance-Related Disorder	1
F10-F19		Mental and behavioural disorders due to use of psychoactive substances	60

APPENDIX K: AOD Social Norms Campaign

The AOD Social Norms Campaign was started prior to 2019 and is still utilized through banners, social norms t-shirts, and social media program awareness.

Step In: Students are provided information on being a good bystander and to know safe behavior if they choose to drink.

Speak Up: Students are provided information on social norms surrounding alcohol for college students and how they can advocate for themselves and others.

Support: Students are provided information on the 911 Lifeline laws and resources on campus.

Jaguars

Step in. Speak up. Support.

How to Step In:

Know Safe Behaviors.

- **Safe Behaviors** are preventative behaviors used to reduce harmful outcomes during an event.
- **Some safe behaviors you can use during a night out include:**
 - Have a sober designated driver or call an Uber/Lyft.
 - Keep your phone charged in case you need to call for help.
 - Let someone know where you are going/ where you are at.

Jaguars

Step in. Speak up. Support.

How to Step In:

Be a Good Bystander

- **Bystander Intervention** is recognizing a potentially harmful situation or interaction and choosing to respond in a way that could positively influence the outcome.
- **Tips on how you can be a good bystander:**
 - Be aware of your surroundings: If going out, be cautious.
 - Assess the situation: Do you need to offer help?
 - If you need to offer help, know how to intervene safely.
 - If you do not feel safe, call UPD at (210) 784-1911 or 911 for emergency help.



TEXAS A&M UNIVERSITY-SAN ANTONIO
Alcohol and Drug Prevention Committee

For further information, refer to <http://bit.ly/alcdrugprev>



TEXAS A&M UNIVERSITY-SAN ANTONIO
Alcohol and Drug Prevention Committee

For further information, refer to <http://bit.ly/alcdrugprev>

Jaguars

Step in. Speak up. Support.

How to Speak Up:

Advocate for yourself and others.

- An **advocate** is a person who speaks up or steps in when others need it the most.
- To be an advocate, if you see something occurring, it is important to speak up by safely stopping the actions and reporting as soon as possible.
- **By speaking up, or reporting, you can:**
 - Give a voice to yourself and someone else.
 - Create a safe environment in the campus community.
 - Invoke change by breaking a cycle of behavior.



TEXAS A&M UNIVERSITY - SAN ANTONIO
Alcohol and Drug Prevention Committee

For further information, refer to <http://bit.ly/alcdrugprev>

Jaguars

Step in. Speak up. Support.

How to Speak Up:

Understanding the Social Norm Around Alcohol.

- A **social norm** is a typical behavioral norm, among a specific population, such as college students.
- The social norm for college students around alcohol is to *not drink*.
 - According to a national study, over **40% of college students choose to not drink at all, or abstain, from alcohol.**
- It's ok if you speak up about not drinking. If you do choose to drink, be responsible and use safe behaviors.



TEXAS A&M UNIVERSITY - SAN ANTONIO
Alcohol and Drug Prevention Committee

For further information, refer to <http://bit.ly/alcdrugprev>

Appendix L: Social Norms Tye Dye T-shirts

Front

JaguarS
Step in. Speak up. Support.

As Jaguar, I pledge to...

Step in:

.....

By understanding safe behaviors.

Speak up:

.....

By advocating for myself and others.

Support:

.....

By knowing my rights and resources.

TEXAS A&M UNIVERSITY - SAN ANTONIO
Alcohol and Drug Prevention Committee

[Back](#)

Appendix M: Elevator Wraps (July 2019 in Esperanza Hall first floor)

Elevator wraps were placed in housing during July 2019. Based on the quality of the wraps, they continue to be in place through 2021.

Jaguars

Step in. Speak up. Support.

Campus Resources

University Police Department:

Emergency (24/7):
(210) 784-1911

Non-Emergency:
(210) 784-1900

SafeZone App:
Download app on personal phone for emergency notification/first aid.

Esperanza Hall Housing:

On-Call Number (24/7):
(210) 663-3689

Student Counseling & Wellness:

(210) 784-1331

Texas Crisis Line:

Text 'Hello' to 741-741

File Online Report:

<http://bit.ly/FileARepor>

Step in.

Step in by knowing **safe behaviors** and understanding what to do if someone needs **help**.

Speak up.

If you see **something**, advocate for yourself and others by **saying something** and reporting.

Support.

Understand your support **resources on-campus**, your **rights** and the various laws that may assist you.



TEXAS A&M UNIVERSITY - SAN ANTONIO
Alcohol and Drug Prevention Committee

For further information, refer to <http://bit.ly/alcdrugprev>

e

Jaguars

Step in. Speak up. Support.

Step in.

- Know and use **safe behaviors** if going out.
- Be a **good bystander** and **intervene if needed.**

Speak up.

- **Advocate** for yourself and others **by reporting.**
- Understand the **social norms** around alcohol.

Support.

- Understand and utilize **resources on campus.**
- Know the **911 Lifeline Law.**

Safe Behaviors

- **Safe behaviors** are preventative behaviors used to reduce harmful outcomes during an event.
- **Some safe behaviors you can use during a night out include:**
 - Keep your phone charged in case you need to call for help.
 - Let someone know where you are going/ where you are at.
 - Have a sober designated driver or call an Uber/Lyft.

911 Lifeline Law

- A Texas law providing partial **amnesty** for individuals who **call 911 for possible alcohol poisoning**, even if they have been drinking underage.
- Amnesty is applied to the first person to call for medical assistance, stay on scene until medical personnel arrive and fully cooperate.
- If you think someone may have **alcohol poisoning**, call **UPD immediately at (210) 784-1911.**



TEXAS A&M UNIVERSITY-SAN ANTONIO
Alcohol and Drug Prevention Committee

For further information, refer to <http://bit.ly/alcdrugprev>

APPENDIX N: AOD Committee Jaguar First Friday Event and Marketing



Fall 2019
Jaguar
FIRST FRIDAYS

September 6th
Welcome Home Luau

October 4th
National Night Out
Block Party

November 1st
Dia de los Muertos
Celebration

December 6th
Holiday Spirits

Monthly late night activities from 7-9 p.m.
Free and open to all students

Sponsored by:
TEXAS A&M UNIVERSITY, SAN ANGELO
Student and Drug Prevention Committee

The poster features a background image of a university building with a large archway. The text is overlaid on the image. The word 'Jaguar' is in a large, stylized blue font, and 'FIRST FRIDAYS' is in a bold, white, sans-serif font. The dates and event names are listed on the left side, separated by dotted lines. A circular callout box contains information about late night activities. The bottom right corner includes a logo and text indicating sponsorship by the Student and Drug Prevention Committee.

A promotional poster for 'Jaguar First Fridays' in Spring 2020. The background features a photograph of a large, multi-story brick building with a central archway, surrounded by greenery and a field of pink flowers in the foreground. The text is overlaid on the image. At the top, 'Spring 2020' is written in a bold, sans-serif font. Below it, 'Jaguar' is written in a large, stylized, dark red script font, with 'FIRST FRIDAYS' in a smaller, bold, blue sans-serif font underneath. On the right side, a white circular graphic contains a list of dates and activities. At the bottom center, a dark blue circular graphic contains text about late-night activities. In the bottom left corner, there is a small logo and text for the sponsor.

Spring 2020

Jaguar

FIRST FRIDAYS

February 7th
Elote y Lote-ria

March 6th
Safe Spring Break

April 3rd
Glow Dance Party

May 1st
End of Year Celebration

Monthly late night activities from 7-9 p.m.

Free and open to all students

Sponsored by
TEXAS A&M UNIVERSITY and SURROUNDING
Alcohol and Drug Rehabilitation Centers

APPENDIX O: Student JagX Folder

Core Values

Jaguars abide by the A&M-SA mission and five core values:

- Excellence**
Jaguars represent A&M-SA with the highest standards of integrity through honor and traditions.
- Student Focus**
Use of intentional and innovative teaching and applied learning methods to educate a diverse student body.
- Audaciousness**
Prepare students to create a better future and transform the world, starting with our local community, region and state.
- Opportunity**
Create marketable skills and undergraduate research experiences.
- Collaboration**
Value interdisciplinary approaches, partnerships and research opportunities.

All members of the A&M-SA community should demonstrate these core values through their day-to-day interactions with others. In exhibiting these values, we recognize the University's obligation to provide an environment conducive for learning and academic inquiry and that everyone has a role in establishing and sustaining an educational environment that is rich and rewarding.

RIGHTS

- Some personal rights and freedoms of all A&M-SA students include:
- Freedom of speech, expression, petition, and assembly
 - Freedom from discrimination, including harassment.
 - The right to pursue an education without disruptive interference.
- All faculty, staff and students are required to follow all policies and regulations as set forth by The Texas A&M University System.

RESPONSIBILITIES

- As a student, you have the responsibility to:
- Respect the rights and property of others, to comply with all local, state, and federal laws, and to adhere to the academic requirements determined by individual instructors.
 - Recognize that student actions reflect upon the individuals involved as well as upon the entire University community.
 - Be fully acquainted and comply with the published rules and regulations of the University.

STUDENT HANDBOOK

Code of Conduct

The Student Code of Conduct can be found inside the Student Handbook and establishes standards of behavior for all admitted students. These established rules and regulations apply to students and student organizations for all on-campus conduct and/or conduct occurring at off-campus University functions, including travel and study abroad. In addition, the University reserves the right to exercise jurisdiction for events or actions occurring off-campus in instances which the University's community interest and/or pursuit of its mission is affected.

Code of Conduct violations include, but are not limited to, the following:

- Abuse:** Physical, verbal, or written abuse that could threaten, intimidate or endanger others.
- Disruptive/Disorderly Behavior:** Behavior on or out of class that is a breach of peace, in class, or otherwise disrupts University activities.
- Furnishing False Information:** Includes inaccuracy of official university records, personal misrepresentation, or registration misreporting.
- Housing Lease Violations:** Includes restricted behavior and restricted possessions that could lead to housing eviction.
- Retaliation:** Harassment of complainant or other person alleging misconduct, including but not limited to, intimidation and threats.
- Theft:** Unauthorized removal or stealing of property from others on the university.
- Violation of Law:** Students must adhere to all federal, state and local laws.
- Visitors:** Visitors or guests of students must adhere to campus policies. Students may be held responsible for the behavior of their guests.
- Weapons and Explosives:** Includes violation of Campus Concealed Carry Policy.

When a report is filed, the student or student organization named may be asked to appear for a conduct hearing for review of student rights and an investigation into the alleged violation(s). Any student found to have violated the Student Code of Conduct may be subject to disciplinary sanctions outlined in the Student Handbook. These sanctions range from a written warning up to on-campus housing eviction and university expulsion.

For questions regarding student rules and regulations listed within The Student Code of Conduct, please review the Student Handbook or contact the Office of Student Rights & Responsibilities at StudentRR@tamusa.edu.

A&M - San Antonio is an Alcohol, Drug, Smoke, & Tobacco Free Campus.

SEE | SAY SOMETHING

We will DO SOMETHING

In the event of an emergency, AND if safety is an immediate concern:
Call UPD (24 hours).....(210) 784-1911

For non-emergency safety concerns:
Call UPD (24 hours).....(210) 784-1900

Student Counseling & Wellness Services:
Monday-Friday, 8 am-5 pm.....(210) 784-4333

Dean of Students:
Monday-Friday, 8 am-5 pm.....(210) 784-1354

Esperanza Hall:
Monday-Friday, 8 am-5 pm.....(210) 784-4717

On Call Phone (24 Hours):.....(210) 663-3689

File an Online Report:.....<http://bit.ly/FileARepor>

DANGEROUS PERSON
Example: Verbal or physical threats to harm self and/or others.

CALL UPD
210-784-1911

DISRUPTIVE PERSON
Example: Behavior or communication is disruptive to learning environment.

Contact
Office of Student Rights and Responsibilities
(210) 784-4333 or File a Report

PERSON OF CONCERN
Examples for Mental Health Concerns include persons who exhibit the following behavior:

- troubled, confused, very sad, highly anxious
- lack of motivation
- Marked personal appearance and/or social changes
- Alcohol or other drug use/abuse

For MENTAL HEALTH Concerns:
Student Counseling
(210) 784-4333 or File a Report

For MEDICAL Concerns/Withdrawals:
Dean of Students
(210) 784-1354 or File a Report

For Title IX Discrimination Concerns:
Title IX Coordinator
(210) 784-3686 or File a Report

ACADEMIC MISCONDUCT

Academic misconduct is any act, or attempt, which gives an unfair advantage to the student. Additionally, any behavior specifically prohibited by a faculty member in the course syllabus or class discussion may be considered as academic misconduct.

Academic misconduct includes but is not limited to:

- Plagiarism**
- Multiple Submissions**
- Collusion**
- Copying**
- Cheating**

Faculty members have the discretion to impose grade penalties as deemed necessary. In cases of academic misconduct, students may be subject not only to grade sanctions in courses, but also to disciplinary action.

More information regarding Academic Misconduct and the Academic Misconduct Process can be found in the Student Handbook.

TITLE IX

Title IX of the Education Amendment of 1972 prohibits discrimination on the basis of sex in educational programs and activities. TAMU-SA is committed to providing an environment of academic study and research free from harassment or discrimination to all segments of its community, and will promptly address all complaints in accordance with applicable federal and state laws that include the following:

- Sexual Harassment**
- Sexual Assault**
- Sexual Stalking**
- Sexual Coercion**
- Sexual Exploitation**
- Sexual Abuse**
- Sexual Intimidation**
- Sexual Discrimination**
- Sexual Retaliation**
- Sexual Violence**
- Sexual Harassment**
- Sexual Stalking**
- Sexual Coercion**
- Sexual Exploitation**
- Sexual Abuse**
- Sexual Intimidation**
- Sexual Discrimination**
- Sexual Retaliation**

If you believe you or someone has been subjected to (sexual harassment by a University faculty or staff member, student, or visitor, or a) any other form of sex-based discrimination under Title IX, report to the Title IX Coordinator or File an Online Report.

*University rules are subject to change. The newest version of the Student Handbook is the official document regarding student conduct policies, procedures, rules and regulations. The official Student Handbook and Code of Conduct are available at <http://bit.ly/TAMUSASStudentHandbook>

ALCOHOL & DRUGS

The Alcohol and Other Drug (AOD) Prevention Committee provides educational programming to students on campus.

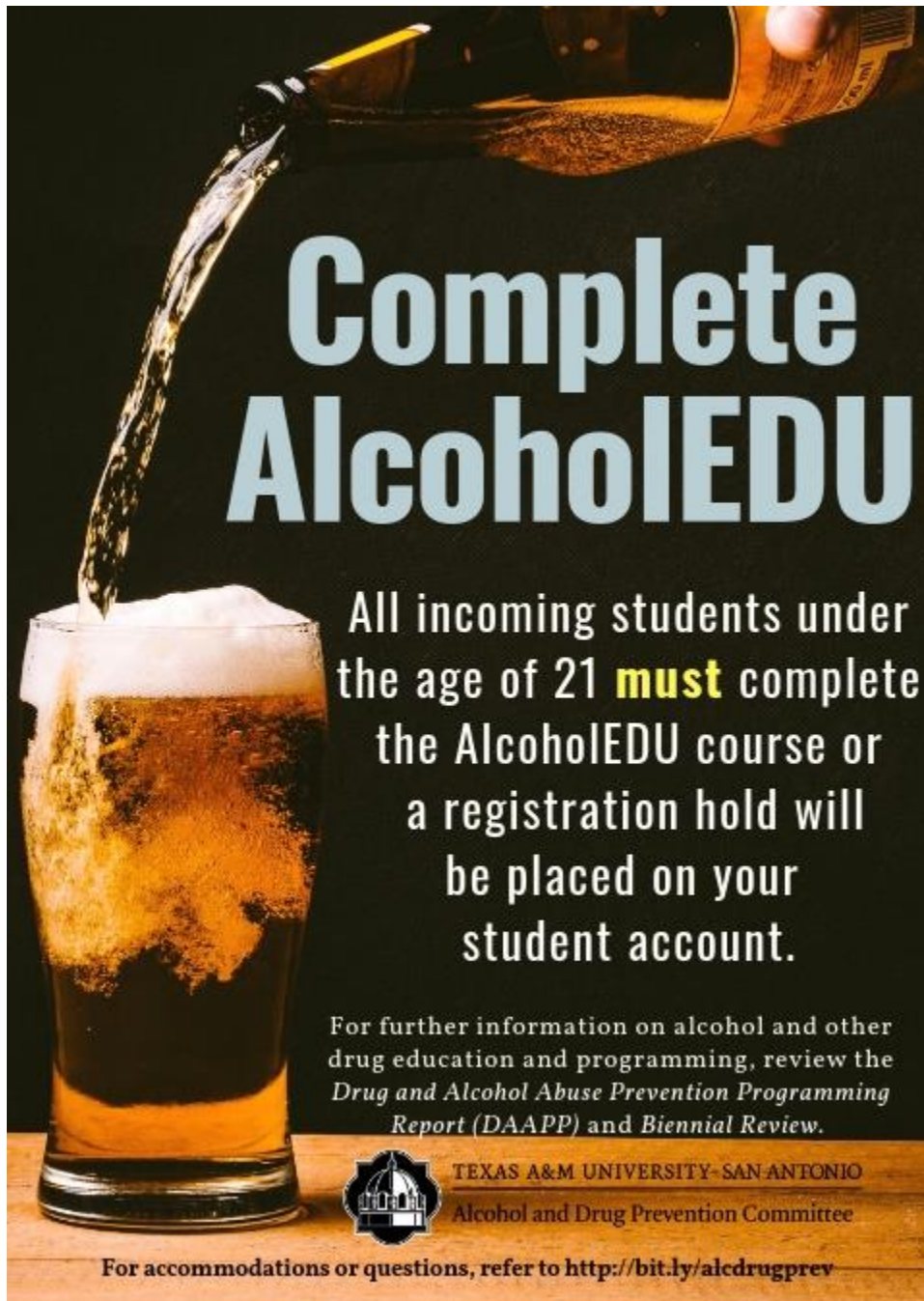
- AlcoholEDU Course:** All incoming students under the age of 21 must complete a mandatory two-part alcohol education course or a registration held will be placed on your student account. Log into your JagWire account and click on 'AlcoholEDU Course.'
 - Jaguar First Fridays:** Late night fun events on campus held every first Friday of the month and open to all students.
 - Events:** Education is provided on bystander intervention, dangers of alcohol poisoning, safe behaviors, social norms, 911 Lifeline Law, etc.
- For further information on alcohol and other drug education and events, review the Drug and Alcohol Abuse Prevention Programming Report (DAAPP) and Biennial Review For information or questions, refer to <http://bit.ly/911subgroup>.

HAZING

Hazing includes prohibited acts committed for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization, or as part of any activity of a recognized student organization or student group.

Prohibited behavior includes any act that endangers the mental or physical health or safety of a student, or that destroys or removes public or private property; and/or causing, directing, or in any way causing others to participate in degrading behavior and/or behavior that causes ridicule, humiliation, or embarrassment, and/or engaging in conduct which tends to bring the reputation of the organization, group, or University into disrepute. Hazing is also a violation of the Texas state law. See the Texas Education Code, sections 37.09 and 37.09c.


APPENDIX P: AlcoholEDU Course Review and Marketing



Complete AlcoholEDU

All incoming students under the age of 21 **must** complete the AlcoholEDU course or a registration hold will be placed on your student account.

For further information on alcohol and other drug education and programming, review the *Drug and Alcohol Abuse Prevention Programming Report (DAAPP) and Biennial Review*.

 TEXAS A&M UNIVERSITY - SAN ANTONIO
Alcohol and Drug Prevention Committee

For accommodations or questions, refer to <http://bit.ly/alcdrugprev>

To Complete the Course:

- 1) Log into your JAGWire account.
- 2) Go to Student Resources.
- 3) Click 'AlcoholEDU Course' and complete the registration information.
- 4) Fully complete Part 1 and Part 2 by the due dates to avoid registration holds.

Other Items to Know:

- Entire course is online.
- Complete at your own pace and time.
- Free to all students.
- Review the Alcohol and Drug Prevention website for more details at: <http://bit.ly/alcdrugprev>

PART 1
DUE: OCTOBER 1
Must complete prior to spring course registration

30 DAYS
COMPLETE THE REQUIRED WAIT TIME

PART 2
DUE: NOVEMBER 30
Must complete prior to future course registration

AlcoholEDU Notification placed in Student Handbook, Section 4: Incoming Students

Everfi AlcoholEdu® for College uses evidence-based prevention methods, personalized to each user, to educate students on their drinking behavior and to empower students to make healthy choices in regard to alcohol use.

All incoming undergraduate students under the age of 21, including first-year and transfer students, must complete Everfi AlcoholEdu®. The program consists of two parts, both of which must be completed according to the due dates for the first semester of attendance. If either Part 1 or Part 2 are not completed by the assigned due dates, a registration hold will be placed, preventing future semester course registration.

To complete the Everfi AlcoholEdu® course, login into your JagWire account and click “AlcoholEDU Course.”

Section Part 1 Note	Fall Due Date October 1 Must be completed prior to Spring Registration	Section Part 1 Note	Spring Due Date March 1 Must be completed prior to Summer and Fall Registration
Part 2 Note	November 30 Must be completed prior to future Semester Registration	Part 2 Note	April 30 Must be completed prior to future semester Registration

APPENDIX Q: Parental Notification for Violation of Alcohol and Drug Policy

Dear Parent or Guardian of *student full name*:

I am writing to you today in my role as the Assistant Vice President of Student Affairs and Dean of Students at Texas A&M University- San Antonio. I am writing to inform you that on *date if incident*, your student engaged in actions that have been found to be in violation of A&M-San Antonio's policies on the use of alcohol or other drugs (AOD) outlined in the Student Code of Conduct, specifically, (place Code of Conduct Violation) (example: *underage possession of alcohol and/or drugs*). This was the first time that your student's actions have been found responsible for violating an AOD policy.

I expect that your student may have already discussed this incident with you, but I also believe it is important that you know of the University's response to such incidents. A&M-San Antonio considers first-time violations of our AOD policies to be an opportunity to intervene and educate our students. To that end, all students who have a first violation are required to participate in a brief educational program, Everfi AlcoholEDU. This course allows students to evaluate how their use of substances compares to others, examine the harm they may be experiencing from use, and discuss changes that might help them to reduce their use. Disciplinary sanctions are also typically issued to students for a first AOD violation such as a University Warning, Conduct Review, or Conduct/Housing Probation. Students may also be expected to complete educational sanctions such as research papers, service hours, and reflection papers.

A&M-San Antonio believes that our partnerships with parents are important. Therefore, in accordance with federal law, we inform parents of all violations of the University policies pertaining to underage use of alcohol and other drugs.

I encourage you to talk with your student about their experiences with alcohol and other drugs, express your concerns regarding their use, and ask your student about any concerns they might have. You can learn more about our alcohol and other drug services through the Student Counseling Center at <http://www.tamusa.edu/studentcounseling>.

Please know that if your student's actions are found in violation of A&M-San Antonio's AOD policies for a second time, they will be required to participate in a more intensive educational experience to reflect upon their substance use. They will also likely be placed on Conduct Probation and Deferred Housing Eviction, or be evicted from on-campus housing. These sanctions can also impact their ability participate in leadership opportunities on campus as well as studying abroad.

Should you have any questions about our policies and procedures, please contact me at (210) 784-1330.


APPENDIX R: Student Counseling Center Alcohol and Drugs in College Postcard

ALCOHOL AND DRUGS IN COLLEGE

The use of drugs and alcohol is common among college students. Substances are sometimes used for socializing, as a way to manage stress, cram for exams, or out of curiosity. At times, this use causes no significant issues but misuse can lead to academic, health, and/or legal issues.



The National Institute of Alcohol Abuse and Alcoholism suggests low risk drinking limits to reduce the chance of developing Alcohol Use Disorders. Even within these limits, you can have problems if you drink too quickly and/or have other health issues.

LOW RISK DRINKING LIMITS	
Men	Women
No more than 4 drinks on any day	No more than 3 drinks on any day
AND	
No more than 14 drinks per week	No more than 7 drinks per week

 **1 DRINK = 12 OZ. BEER = 5 OZ. WINE = 1.5 OZ. SHOT LIQUOR**

COMMON CONSEQUENCES OF DRUG/ALCOHOL MISUSE

- Academic Problems: missing class, grades slipping, lack of motivation, difficulty focusing
- Mental Health Problems: depression, suicidal/homicidal thoughts, anxiety disorders
- Relationship Conflicts: arguing, communication issues, risky sexual behavior, isolation, violence or abuse
- Financial Problems: loss of job, overspending, poor money management, legal fees
- Legal Issues: DUI/DWI, Possession Charges, Public Intoxication, Minor in Possession
- Health Problems: Increased injuries, weight gain or loss, sleep problems, liver and heart problems, alcohol poisoning, overdose, infectious diseases



DO I HAVE A PROBLEM?

If you are concerned about your drug and/or alcohol use, consider asking yourself the following questions:



- Do I binge drink often? (More than 4 drinks for women or 5 drinks for men in 2 hours)
- Do I ever find it hard to stop using or drinking after I start?
- Have I tried to cut down or control my using unsuccessfully?
- Do I find myself having urges to use that make it difficult to attend class, go to work, attend family functions, etc.?
- Do I have to use greater quantities of alcohol or drugs to achieve the same effect?
- Do I drink or use until I blackout?
- Has someone in my life expressed concern about my drinking or drug use?
- Do I misuse prescribed medications?

If you answered yes to any of these questions, your use might be problematic. Call Student Counseling and Wellness Services or one of the crisis lines below to speak with a trained professional.

THERE IS HELP

In Crisis?

The Center for Health Care Services: 24/7 Crisis Hotline: (210) 223-7233
SAMHSA National Hotline: 1-800-662-HELP (4357)

Texas A&M University - San Antonio's Student Counseling and Wellness Services Office can provide you:

- Individual counseling to help you identify and reach your goals of moderation or abstinence
- Community resources for support
- Connection to the local recovery community
- Help developing more effective coping skills








Please Call to Schedule an Appointment.
Office Hours: M-F 8AM-5PM
Phone: (210) 784-1331
For More Information Please Visit:
<http://www.tamusa.edu/studentcounseling>





APPENDIX S: 21st Birthday Card Initiative

A 21st Birthday Card initiative began in August 2021. The AOD Committee worked with IT to obtain a monthly list of students turning 21. A birthday card was then sent to students that included safe behavior to help them in celebrating wisely.



Remember, you are celebrating 21 years, not "21 beers."

-  If you do decide to drink, pace yourself. Your liver can only process approximately one alcohol drink per hour. Know your limit.
-  Alternate between alcoholic and non-alcoholic drinks. Naturally, water is best.
-  Eat a healthy meal prior to drinking. Snack throughout the evening, including a big piece of birthday cake!
-  Don't accept a drink from a stranger or leave your drink unattended.
-  Plan a safe way to get home before you take the first step. A designated driver should be completely sober.

-  Don't mix alcohol with prescription, over-the-counter, or illicit drugs.
-  Don't feel pressure to play drinking games or drink more than you'd like. It's YOUR Birthday! DO YOU!
-  Stay in groups, and don't leave anyone behind. A good friend will keep you from losing control, keep you out of jail, or call an ambulance if needed. A really good friend will also get you a present.
-  Have no regrets. When in doubt, call 911.



TEXAS A&M UNIVERSITY-SAN ANTONIO
Alcohol and Drug Prevention Committee