



# Prevention of Alcohol Abuse and Illicit Drug Use

SYSTEM OFFICES, THE TEXAS A&M UNIVERSITY SYSTEM

Alcohol abuse and illicit drug use disrupt the work and learning environment and create an unsafe and unhealthy workplace. To protect its employees and students and fully serve the citizens of Texas, The Texas A&M University System prohibits alcohol abuse and illicit drug use that could negatively impact its mission. This brochure, which is distributed annually, serves as an awareness and prevention tool for System Offices employees by providing basic information about A&M System policy and regulations, legal sanctions and health risks related to alcohol abuse and illicit drug use. Information about counseling, treatment and rehabilitation programs is included.

As an employee of The Texas A&M University System, you must abide by state and federal laws on controlled substances, illegal drugs and use of alcohol. In addition, you must comply with A&M System policy, which states:

*The unlawful manufacture, distribution, possession or use of illicit drugs or alcohol is strictly prohibited on System property and/or while on official duty and/or as part of any System activities.*

## Definitions

*Alcohol* refers to any beverage that contains more than half of one percent of alcohol by volume, which is capable of use for beverage purposes, either alone or when diluted.

*Alcohol abuse* is the excessive use of alcohol in a manner that interferes, but not chronically, with:

- ☆ physical or psychological functioning,
- ☆ social adaptation,
- ☆ educational performance, or
- ☆ occupational functioning.

*Controlled substances* include all prescription drugs, as well as drugs that have no generally accepted medicinal use, such as heroin, LSD and marijuana. The term also includes substances possessing chemical structures similar to those of controlled substances, such as designer drugs.

*Illicit drugs* are:

- ☆ any drugs or chemical substances, the use, sale or possession of which is illegal under any state or federal law, or
- ☆ ones that can be legally obtained but have not been obtained legally.

The term includes prescription drugs illegally obtained and prescription drugs not being used for prescribed purposes.

## Health Risks

Alcohol abuse can lead to alcoholism, premature death through overdose, and complications involving the brain, heart, liver and many other body organs.

The abuse of illicit drugs can result in other health problems such as drug addiction, death by overdose, death from withdrawal, seizure, heart problems, infections (including HIV/AIDS), liver disease and brain dysfunction. Additional effects include occupational, social and family problems as well as a reduction in motivation. Drug use by a pregnant woman may cause additional health complications in her unborn child.

## A&M System Sanctions

The A&M System's drug and alcohol abuse policy and regulation are included in the System Orientation course reviewed by new employees as part of their orientation. The policy and regulation are posted online at <http://tamus.edu/offices/policy/policies/pdf/34-02.pdf> and <http://tamus.edu/offices/policy/policies/pdf/34-02-01.pdf>.

If your work-related performance causes suspicion of use of alcohol or a controlled substance, you may be tested under the provisions of the A&M System policy related to testing and chemical screening. You also may be tested if necessary to comply with Department of Defense, Department of Transportation or other regulations that cover certain employees. Refusal to submit to a test may be the basis for employment termination.

Off-duty use of alcohol, drugs or other controlled substances will not be tolerated if the use results in absenteeism, tardiness or impairment of work performance or is the cause of workplace accidents. Should this occur, you may be referred to an assistance program and subject to discipline, up to and including employment termination.

Any disciplinary action will be governed by A&M System policies and regulations on discipline and dismissal and academic freedom, responsibility and tenure. A record of the action will be placed in your personnel file. Infractions of local, state or federal law will be reported to the appropriate law enforcement agency.

## Legal Sanctions

Legal sanctions can include:

<b>Misdemeanor</b>	<b>Jail Time</b>	<b>Fine</b>
Class A	Up to one year	Up to \$4,000
Class B	Up to 180 days	Up to \$2,000
Class C	None	Up to \$500

<b>Felony</b>	<b>Imprisonment</b>	<b>Fine</b>
First Degree	5 to 99 years or life	Up to \$10,000
Second Degree	2 to 20 years	Up to \$10,000
Third Degree	2 to 10 years	Up to \$10,000
State Felony	180 days to 2 years	Up to \$10,000

These sanctions may be imposed for many illegal actions including:

*Purchasing or making available an alcoholic beverage to a person younger than 21*

Class A Misdemeanor

*Selling an alcoholic beverage to a person younger than 21*

Class A Misdemeanor

*Appearing in a public place while intoxicated to the degree that you might endanger yourself or another person*

Class C Misdemeanor

*Possessing an open container of an alcoholic beverage inside a motor vehicle on a public roadway*

Class C Misdemeanor

*Operating a motor vehicle, aircraft or watercraft in a public place while intoxicated*

First Offense: Class B Misdemeanor with a minimum confinement of 72 hours

Second Offense: Class A Misdemeanor

Subsequent Offenses: Third-Degree Felonies

*Causing serious bodily injury to another by accident or mistake while operating a motor vehicle, including motor aircraft or watercraft, in a public place while intoxicated*

Third-Degree Felony

*Causing the death of another by accident or mistake while operating a motor vehicle, including motor aircraft or watercraft, in a public place while intoxicated*

Second-Degree Felony

*Possession, manufacture and/or delivery of a controlled substance*

A violation of state and federal laws. Penalties vary according to the type of substance, amount in possession, manufactured and/or delivered, and the number and type of previous violations. In addition, penalties increase if controlled substances are delivered within 1,000 feet of any premises owned, rented or leased by an institution of higher education.

## **Community Resources**

If you have an alcohol or other drug abuse problem, you may want to seek information or help from one of the following community resources.

*This brochure is a summary of System Policy 34.02, Drug and Alcohol Abuse and Rehabilitation Programs. It does not include the complete policy or detailed information on applicable local, state or federal law. In case of any discrepancy between this brochure and policy or law, the policy or law will govern. Detailed information on health risks is available from accredited health care providers and more information on community resources is available from the resources listed in this brochure.*

## **Alcohol and Drug Education Programs**

Department of Student Life

Cain Hall, Room C114, 1257 TAMU Mailstop

College Station, TX 77843-1257

(979) 845-0280, during work hours

<http://studentlife.tamu.edu/adep>; e-mail: [adep@tamu.edu](mailto:adep@tamu.edu)

## **Brazos Valley Council on Alcohol & Substance Abuse**

405 W. 28th St., Bryan, TX 77803

(979) 823-5300, during work hours

<http://bvccasa.org>; e-mail: [bcarey@bvccasa.org](mailto:bcarey@bvccasa.org)

## **Brazos Valley Intergroup**

837 N. Harvey Mitchell Parkway, Bryan, TX 77807

(979) 823-6391, 24-hour phone service

<http://pages.tca.net/bvi>; e-mail: [info@bvig.org](mailto:info@bvig.org)

## **Hearing-Impaired Hot Line**

Hearing-impaired individuals may contact the following for information about the resources listed in this brochure:

(800) 735-2989, TTY hearing-impaired hot line

## **Other Resources**

Other community services include therapists, counselors, treatment centers and support groups. For assistance in identifying an appropriate service, contact the Department of Student Life, Alcohol and Drug Education Programs.

Community hospitals provide emergency care for drug or alcohol medical problems. Most health plans cover treatment of alcohol abuse and other illegal drug use problems. You should contact the Human Resources office or call your health plan member services number for information about plan coverage.

The Texas Department of State Health Services' Mental Health and Substance Abuse Services agency, <http://www.tcada.state.tx.us>, can provide information on laws and services regarding drug and alcohol abuse.

## **For More Information**

Human Resources

A&M System Building, 200 Technology Way, Suite 1281

College Station, TX 77845-3424

(979) 458-6164