

Prevention of Alcohol Abuse and Illicit Drug Use

Annual Awareness and Prevention Program Notice to ETAMU Employees

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. This brochure, which is distributed annually, serves as an awareness and prevention tool for ETAMU 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, illicit drugs and use of alcohol. In addition, you must comply with A&M System policy, which states:

The Texas A&M University System (system) strictly prohibits the unlawful manufacture, distribution, possession or use of illicit drugs or alcohol on system property, and/or while on official duty and/or as part of any system activities.

Definitions

Alcohol refers to any beverage containing more than one-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 with:

- Physical or psychological functioning,
- Social adaptation,
- Educational performance, or
- Occupational functioning.

Controlled substances include all prescription drugs, as well as those substances for which there is no generally accepted medicinal use (e.g., heroin, LSD, marijuana, etc.), and substances that possess a chemical structure similar to that of a controlled substance (e.g., designer drugs).

Illicit drug or chemical substance are:

- Any drug or chemical substance, the manufacture, distribution, dispensation, use or possession of which is illegal under any state or federal law, or
- One that is legally obtainable but has not been legally obtained. The term includes prescribed drugs not legally obtained and prescribed 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://policies.tamus.edu/34-02.pdf>
<http://policies.tamus.edu/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 regulation 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:

Misdemeanor	Jail Time and/or Fine	
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
Felony	Imprisonment and/or Fine	
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.



EAST TEXAS A&M
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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.

Employee Assistance Programs

East Texas A&M University provides all employees access to [Work/Life Solutions](#) which is provided by the Texas A&M University System. Work/Life Solutions is provided by Guidance Resources® and offers counseling, legal and financial consultation, work-life assistance, and crisis intervention services to all our employees and their household family members.

Glen Oaks Hospital

<https://glenoakshospital.com/programs-and-services/inpatient/substance-use/>

Phone: 903.454.6000

Lakes Regional Community Center

<https://www.lakesregional.org/>

Phone: 903.454.0300

Alcoholics Anonymous (Greenville, Texas)

Phone: 903.455.8648

National Helpline/SAMHA (Substance Abuse and Mental Health Services Administration)

Phone: 800-662-4357

Mental Health Mental Retardation Crisis Line

Phone: 888-522-8262

Addiction Helpline for Texas

Phone: 800-559-9503

The Texas Department of State Health Services

<https://www.dshs.texas.gov/substance-use-action-plan>

• *Hearing-impaired individuals can access these resources by using TTY telephones to call Relay Texas at 800-735-2989*

Other community services include therapists, counselors, treatment centers and support groups. Community hospitals provide emergency care for drug or alcohol medical problems. Most health plans cover treatment of alcohol abuse and other illicit drug use problems. You should contact the Human Resources office, 903.886.5080, or call your health plan member services number for information about plan coverage.

This brochure is a summary of System Policy 34.02, Drug and Alcohol Abuse and System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs. It does not include the complete policy, regulation or detailed information on applicable local, state or federal law. In case of any discrepancy between this brochure and policy, regulation or law, the policy, regulation 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.