



TEXAS A&M **INTERNATIONAL** UNIVERSITY

DRUG ABUSE AND ALCOHOL PREVENTION PROGRAM (DAAPP)

2022 & 2023
CALENDAR YEARS



TEXAS A&M INTERNATIONAL UNIVERSITY
APPROVAL OF REPORT AND ACKNOWLEDGMENT OF RECOMMENDATIONS

I have reviewed the Texas A&M International University 2022-2023 biennial report prepared in compliance with the Drug-Free Schools and Campuses Regulations (EDGAR Part 86) and agree with its findings and recommendations.



Dr. Pablo Arenaz, Ph.D.
President, Texas A&M International University

January 29, 2024

Date

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TEXAS A&M INTERNATIONAL UNIVERSITY

Texas A&M International University (TAMIU) is committed to ensuring the safety and health of its employees and students. The misuse of alcohol and illicit drugs poses a threat to the unique environment of personal growth that universities strive to foster. As such, it is imperative for all University divisions to collaborate in preventing the negative impact of alcohol and drug use on our valuable learning and living spaces. This overview outlines the University's regulations, legal consequences, and health risks linked to alcohol and other drug abuse. Additionally, it offers details on interventions, assessments, counseling, and referrals available through campus programs.

PROGRAM REVIEW TASKFORCE

TAMIU's Drug and Alcohol Abuse Prevention Program Review Taskforce includes members from a variety of departments across the University. Each taskforce member is charged with ensuring the University is providing robust awareness raising programming and reviewing the University's offerings. Taskforce members for the 2022 and 2023 years included:

Ms. Jan Aspelund, Co-Chair, Director, Office of Human Resources
Ms. Claudia Beltran, Director, Student Health Services
Ms. Rosalinda Garcia, Co-Chair, Vice President for Student Engagement
Ms. Mayra G. Hernandez, Director, Office of Student Conduct and Community Engagement
Mr. Henry Miller, Director of Athletic Compliance, Office of Compliance
Ms. Monica Palacios Robledo, Chief Compliance Officer, Office of Compliance
Ms. Rosabel Ramos, Director, Student Counseling Services
Ms. Griselda Solis, Campus Safety & Planning, Office of Housing and Residence Life
Dr. Marivic Torregosa, Dean College of Nursing and Health Sciences
Mr. Roque Velasco, Assistant Chief, University Police Department
Mr. Griz Zimmermann, Director, Athletics Department

DRUG-FREE SCHOOL AND COMMUNITIES ACT (DFSCA)

Part 86, of the Education Department General Administrative Regulations (EDGAR) focuses on Drug and Alcohol Abuse Prevention. It requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education (IHE), must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees on school premises or as part of any of its activities.

As per part 86 of the EDGAR, the University's Drug and Alcohol Abuse Prevention Program (DAAPP) must include an annual message to each employee and student which includes:

- (1) Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
- (2) A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- (3) A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- (4) A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and

(5) A clear statement that the IHE will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), 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.

Under EDGAR, TAMIU is also required to complete a biennial review of its Drug and Alcohol Abuse Prevention Program. The review must:

(1) Determine the program's effectiveness and implement changes to the program if they are needed; and

(2) Ensure that the disciplinary sanctions are consistently enforced.

STANDARDS OF CONDUCT AND UNIVERSITY RULES ON ALCOHOL AND OTHER DRUGS

TAMIU is committed to fostering an atmosphere characterized by respect, integrity, service, and excellence. This creates a space for growth and achievement. Establishing clear standards of conduct and rules is critical to creating this type of environment. As such, TAMIU has a set of statements clearly describing its standards of conduct that prohibit unlawful possession, use, and distribution of illicit drugs and alcohol on its property. These statements can be found in a number of University documents available to students and employees online and via hardcopy handbooks, handouts, training modules, and presentations. Alcohol and drug related standards of conduct and rules can be found in the following sources:

1. Statement on Compliance with the Drug Free Schools and Communities Act of 1989
Available at <https://www.tamtu.edu/daapp/index.shtml>
[Appendix A](#)
2. Texas A&M System Policy: 34.02, Drug and Alcohol Abuse
Available at <https://policies.tamus.edu/34-02.pdf>
[Appendix B](#)
3. Texas A&M System Regulation: 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs
Available at <https://policies.tamus.edu/34-02-01.pdf>
[Appendix C](#)
4. TAMIU Rule: 34.02.01.L1 University Alcohol and Drug Abuse Prevention Program
Available at <http://www.tamtu.edu/compliance/TAMIURulesSAPs.shtml>
[Appendix D](#)
5. Student Code of Conduct: Section 6.06 Prohibited Behavior
Available at <https://www.tamtu.edu/scce/studenthandbook.shtml>
[Appendix E](#)
6. TAMIU Student Athlete Handbook
Available at https://godustdevils.com/documents/2023/10/19/TAMIU_Student-Athlete_Handbook_23-24_-_10.12.2023.pdf
[Appendix F](#)

7. [TAMIU Resident Handbook: Community Rules and Regulations](https://reslife.tamu.edu/wp-content/uploads/Res-Hall-and-Apartment-Handbook-Fall-2023-REV-10232023.pdf)
Available at <https://reslife.tamu.edu/wp-content/uploads/Res-Hall-and-Apartment-Handbook-Fall-2023-REV-10232023.pdf>
[Appendix G](#)
8. [Student Handbook: Policy Section 3.17 Hazing](https://www.tamui.edu/scce/studenthandbook.shtml)
Available at <https://www.tamui.edu/scce/studenthandbook.shtml>
[Appendix H](#)

Standards of Conduct for Students

For students, the main guidelines related to alcohol and illegal drugs read as follows:

Alcohol. Alcohol use, possession, manufacturing, or distribution of alcoholic beverages (except as expressly authorized by *University* regulations), is prohibited on Texas A&M *University premises* and *University* sponsored events. In addition, use, possession, or distribution of alcohol beverages while driving or riding in or on a vehicle on *University premises* is prohibited. Alcoholic beverages may not, under any circumstance, be used by, possessed by, or distributed to any person under twenty-one (21) years of age. Individuals may not be in a state of public intoxication or drunkenness. Individuals may not operate a motor vehicle or another form of transportation while intoxicated or while under the influence of alcohol. The possession and/or consumption of alcohol is not permitted in the RLC residences and associated grounds by residents or guests, regardless of age. Additionally, furnishing alcohol to a minor whether by an adult or other minor is a Class A misdemeanor.

Drugs. The act of using, possessing, being under the influence of, manufacturing, or distributing illegal drugs or illegally obtained/possessed controlled substances is prohibited. Abusing legally obtained drugs by failing to take the drug as directed. Except as expressly permitted by law, use, possession, manufacturing, or distribution or being a party thereto of marijuana, heroin, narcotics, or other controlled and/or prescribed substances and/or drug paraphernalia and/or dangerous drug is also prohibited. Individuals may not operate a motor vehicle or another form of transportation while under the influence of drugs or while intoxicated.

Standards of Conduct for Employees

The main guidelines related to alcohol and illegal drugs for employees state:

2.1 In accordance with federal and state laws and System regulations, TAMIU prohibits the unlawful manufacture, distribution, possession, or use of illicit drugs or alcohol on property under the control of TAMIU and/or while on official duty and/or as part of any associated activities.

2.2 The purchase, consumption, and possession of alcoholic beverages in facilities under the control of TAMIU shall comply with System Policy 34.02, Drug and Alcohol Abuse and System Policy 34.03, Alcoholic Beverages.

2.3 Failure to comply with this rule may result in disciplinary action up to and including termination of employment. An employee who violates any of the drug laws will be reported to the appropriate law enforcement agency and will be subject to prosecution in accordance with the law. Legal sanctions for violation of local, state, and federal laws may include, but not be limited to fines, probation, jail, or prison sentences.

2.4 Faculty and staff members have the responsibility to supervise student activities on TAMIU-affiliated trips. Faculty and staff members must inform students that actions violating applicable international and domestic laws regarding alcohol and drugs will not be permitted on any TAMIU-affiliated trip. Faculty and staff who violate these guidelines by not informing students regarding alcohol and drug use on affiliated trips will be subject to disciplinary action.

DISCIPLINARY SANCTIONS AND VIOLATIONS

A student or employee found to be in violation of any of the aforementioned rules, regulations, policies or laws is subject to sanctions commensurate with the offenses and any aggravating and mitigating circumstances.

Disciplinary action in cases involving drug related violations by students may result in suspension, dismissal, or expulsion from the University. Cases involving employees will result in disciplinary sanctions up to and including termination. Severity of sanctions will depend upon the nature and seriousness of each case.

Violation of any state or federal law pertaining to controlled substances which occur off campus and are not associated with University connected activity may 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/or the orderly operation of the University.

University disciplinary proceedings will follow the procedures outlined by TAMIU. Any disciplinary action imposed by the University may precede and be in addition to any penalty imposed by authorities off campus.

Student Disciplinary Sanctions

The Office of Student Conduct and Community Engagement (SCCE) is tasked with enforcing Student Code of Conduct regulations and overseeing the related processes. The Office is committed to providing a fair and educational process as well as striking a balance between the needs of the individual student with those of the University community.

Students found in violation of alcohol or drugs rules are subject to a range of sanctions. Numerous factors are considered when deciding which sanctions will be imposed. The severity of sanctions may escalate due to repeated violations of the Student Code of Conduct. SCCE employs a multi-pronged approach to adjudicating conduct cases, including those related to drug and alcohol violations, reflecting their commitment to supporting students in learning and personal development.

Legal Sanctions

TX Alcoholic Beverage Code 106.03 Sale to Minors: It is a Class A misdemeanor to sell an alcoholic beverage to an individual under 21 years of age through an act of criminal negligence.

TX Penal Code 49.02 Public Intoxication: An arrest for Public Intoxication (P.I.) may occur if an individual appears in a public place while intoxicated so much that the person may endanger himself or herself or another person. This is a Class C misdemeanor. Blood Alcohol Concentration testing is not required for P.I.

TX Alcoholic Beverage Code 106.06 Purchase of Alcohol for a Minor; Furnishing Alcohol to a Minor: It is a Class A misdemeanor to purchase or make available an alcoholic beverage to an individual under 21 years of age through an act of criminal negligence. This offense is punishable by a fine of \$4,000 and/or confinement in jail for up to one year. A judge may require the defendant to: (A) perform community

service for not less than 20 or more than 40 hours; and (B) attend an alcohol awareness program; and order the Department of Public Safety to suspend the driver's license or permit of the defendant or, if the defendant does not have a driver's license or permit, to deny the issuance of a driver's license or permit to the defendant for 180 days

TX Alcoholic Beverage Code 2.02 Civil Liability for Provision of Alcohol to a Minor: An adult 21 years of age or older is liable for damages proximately caused by the intoxication of a minor under the age of 18 if the adult is not the minor's parent, guardian, or spouse; or an adult in whose custody the minor has been committed by a court; and the adult knowingly served or provided the minor any of the alcoholic beverages that contributed to the minor's intoxication; or allowed the minor to be served or provided any of the alcoholic beverages that contributed to the minor's intoxication on the premises owned or leased by the adult.

TX Penal Code 49.031 Possession of Alcoholic Beverage in Motor Vehicle: It is a Class C misdemeanor to knowingly possess an open container in a passenger area of a motor vehicle that is located on a public highway, regardless of whether the vehicle is being operated or is stopped or parked.

TX Penal Code 49.04/49.05/49.06 Driving While Intoxicated; Flying or Boating While Intoxicated: It is a Class B misdemeanor to operate a motor vehicle, aircraft, or watercraft in a public place while intoxicated. The minimum term of confinement is 72 hours. An ignition interlock device will have to be installed on the car of a person convicted of driving with a blood alcohol level of .15 or more if the defendant is to receive probation.

TX Penal Code 49.07 Intoxication Assault: It is a Third-degree felony to cause serious bodily injury to another by accident or mistake while operating any vehicle (motor, aircraft, or watercraft) in a public place while intoxicated.

TX Penal Code 49.08 Intoxication Manslaughter: It is a Second-degree felony to cause death to another by accident or mistake while operating any vehicle (motor, aircraft, watercraft) in a public place while intoxicated.

TX Transportation Code 724.046 Administrative License Revocation; Implied Consent: After being arrested for Driving While Intoxicated, failing or refusing the Blood Alcohol Concentration (BAC) test can result in license revocation. Revocation may NOT be probated and there is a \$125 reinstatement fee. An appeal process is available.

Alcohol and a Minor

TX Alcoholic Beverage Code 106.04/106.05 Consumption of Alcohol by a Minor; Possession of Alcohol by a Minor: It is a misdemeanor for minors to consume or possess alcoholic beverages except in the visible presence of the minor's adult parent, guardian, or spouse.

TX Alcoholic Beverage Code 106.02/106.025 Purchase of Alcohol by a Minor; Attempt to Purchase Alcohol: It is a misdemeanor for individuals under 21 years of age to attempt purchasing alcoholic beverages. —Attempt implies acting beyond mere preparation.

TX Alcoholic Beverage Code 106.07 Misrepresentation of Age by a Minor: It is a misdemeanor to falsely state or to present false documents indicating an individual is 21 years of age or older to a person selling or serving alcoholic beverages.

TX Alcoholic Beverage Code 106.071 Punishment for the above Alcohol-related offense by a Minor:

For a minor without two previous alcohol-related offenses, these are Class C misdemeanors. Punishment includes 8 to 12 hours community service and denial or suspension of the minor’s driver’s license or permit for 30 days. Attendance at an Alcohol Awareness Course is also required. If a minor has at least two prior alcohol-related convictions, the offense is punishable by a fine of \$250 to \$2,000: and/or confinement in jail for up to 180 days. Punishment includes 20 to 40 hours of community service. The minor’s driver’s license or permit will be denied or suspended: 60 days for a 2nd alcohol-related conviction: 180 days for subsequent convictions.

TX Alcoholic Beverage Code 106.115 Attendance at Alcohol Awareness Course; License suspension:
 On first conviction of an alcohol-related offense, the court shall require the minor to attend an alcohol awareness course approved by the Texas Department of Licensing and Regulation, a drug education program approved by Department of State Health Services or a drug and alcohol driving awareness program approved by Texas Education Agency. If under 18 years of age, a parent or guardian may be required to attend the course with the defendant. The defendant must present evidence of completion of the course and community service within 90 days of the date of final conviction. If the required evidence is presented within the prescribed period, the fine may be reduced up to half the original amount. Failure to comply results in denial or suspension of driver’s license or permit for up to six months.

TX Alcoholic Beverage Code 106.041 Driving under the Influence of Alcohol by a Minor:
 A minor commits an offense if the minor operates a motor vehicle in a public place while having any detectable amount of alcohol in the minor’s system. For a minor without previous alcohol-related offenses, these are Class C misdemeanors. Punishment includes 20 to 40 hours of community service and denial or suspension of driver’s license or permit for 60 days. If a minor has at least two prior alcohol-related convictions, the offense is punishable by a fine of \$500 to \$2,000: and/or confinement in jail for up to 180 days. Punishment includes 40 to 60 hours community service.

Legal Charges & Penalties

Table 1. Legal Charges & Penalties

Charges	Fines	Confinement in jail
Capital Felony	-----	Life w/out parole or death
First-Degree	Up to \$10,000	Life or 5-99 years
Second-Degree	Up to \$10,000	2 to 20 years
Third-Degree	Up to \$10,000	2 to 10 years
State Jail Felony	Up to \$10,000	180 days to 2 years

Misdemeanor	Fines	Confinement in jail
Class A	Up to \$4,000	Up to 1 year
Class B	Up to \$2,000	Up to 180 days
Class C	Up to \$500	None

Violations for Years 2022 and 2023

Information on violations is gathered by different University departments. The tables below contain information for violations occurring during the 2022 and 2023 calendar years.

Table 2. Student Alcohol Violations

Alcohol Violations	2022	2023
Responsible	18	0
Not Responsible	0	0
TOTAL	18	0

Table 3. Student Sanctions Imposed Related to Alcohol Violations

Alcohol: Sanction Imposed	2022	2023
Warning	1	0
Brief Screening	10	0
Online Module: Alcohol EDU	3	0
Conduct Review	5	0
Conduct Probation	2	0

Table 4. Student Drug Violations

Drug Violations	2022	2023
Responsible	1	3
Not Responsible	0	0
TOTAL	1	3

Table 5. Student Sanctions Imposed Related to Drug Violations

Drugs: Sanction Imposed	2022	2023
Online Module: Substance Use Prevention Courses	1	1
Conduct Probation	1	0
Warning	0	1
Deferred Suspension	0	1

Table 6. Student Athlete Drug Testing Results 2022

Year 2022			
No. of Student Athletes	Positive	Negative	Outcome
51 (Institution)	1	50	Positive student was testing out of safe harbor. Athlete had a lower number than previous result showing he was no longer participating in the substance.
0 (NCAA)	0	0	N/A

Table 7. Student Athlete Drug Testing Results 2023

Year 2023			
No. of Student Athletes	Positive	Negative	Outcome
30 (Institution)	0	30	No need as we did not have positives
11 (NCAA)	0	11	No need as we did not have positives

Campus Alcohol and Drug Incidents

The TAMIU Police Department consistently publishes The Annual Security Report (ASR) which includes data on incidents which occurred within the University’s boundaries and are classified as Liquor Law Violations and Drug Law Violations. In compliance with the Clery Act, the report contains information for three academic years. This data provides an overview of alcohol and drug related violations, including incidents resulting in arrests. The full ASR is available on the TAMIU website at

http://www.tamtu.edu/adminis/police/Daily_Crime_Log.shtml. Information for the years this Biennial Report focuses on is listed below.

Table 8. Arrests and Referrals for Disciplinary Action of Drug/Liquor Violation of Law Inclusive of all Constituencies 2022

Year 2022			
Type of Offense	On-Campus	Non-Campus	Public Property
Drug Law Arrests	3	0	0
Drug Law Referred	0	0	0
Liquor Law Arrests	18	0	0
Liquor Law Referred	0	0	0

*Numbers for the 2023 calendar year were not available at the time of printing.

Table 9. Sexual Misconduct Allegations Involving Alcohol and/or Drugs 2022 & 2023

Incident Date	Date Reported	Location	AOD	Misconduct Allegation	Outcome	Constituency
10/23/2022	10/24/2022	On-Campus	Alcohol	Sexual Assault	District Attorney Rejected (insufficient evidence)	Student-Student
2/6/2023	2/6/2023	On-Campus	Alcohol	Indecent Assault	Arrest	Student-Student

NOTIFYING THE COMMUNITY

In compliance with part 86 of the EDGAR, TAMTU sends annual notifications to students and employees with information on the standards of conduct, legal sanctions available, a description of health risks associated with alcohol and other drug use, a description of support services and a statement confirming that the University will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law) for violations of the standards of conduct.

Student Annual Notification

The annual notification was distributed to students by the Division of Student Success (now Student Engagement) at the start of each long semester in 2022 and 2023. The email included links to University rules and informed students about preventive programming available to support their needs and decision-making process.

Faculty and Staff Annual Notification

Communication of TAMTU's requirements and programs occurs on an annual basis through an all-employee email message and during every new hire orientation when all new employees are advised of the Texas A&M University System policy and regulation and TAMTU rule. Employees were provided links to System Policy 34.02, *Drug and Alcohol Abuse*, System Regulation 34.02.01, *Drug and Alcohol Abuse and Rehabilitation Programs*, and TAMTU Rule 34.02.01.L1, *University Alcohol and Drug Prevention Program* in 2022 and 2023.

ALCOHOL AND OTHER DRUGS PREVENTION PROGRAMS AND SERVICES

TAMTU is committed to addressing the recognized detrimental effects alcohol and drugs can have on the physical, intellectual, and psychological well-being of University community members. As such, the University offers alcohol and drug education programs aimed at educating individuals on related law, University policies, and responsible alcohol consumption for those of legal age. During the 2022 and

2023 calendar years, the responsibility for providing ongoing education was delegated to various University offices, ensuring a broader outreach independent of individual student preferences. Below are descriptions of major programs offered by each office during the 2022 and 2023 calendar year.

Office of Student Conduct and Community Engagement

The Student Conduct and Community Engagement (SCCE) Office hosts educational programs to teach students responsible decision-making regarding alcohol and other substance use and consequences.

Featured Programs

- Alcohol Edu Training – TAMIU required all incoming students to complete related online training. The University likewise provided access to this training to all currently enrolled students. Alcohol Edu provides nine learning modules focused on strategic decision making through real life examples and provides data to enhance University decision-making.
- Prescription Drug Abuse Prevention – Prescription Drug Abuse Prevention provides eight learning modules that arm students with the knowledge and skills to make healthy, informed decisions when it comes to prescription medications using an evidence-based, population-level approach to prevention. TAMIU provided access to this online training to all currently enrolled students.
- Spring Break Revolution – SCCE partnered with campus stakeholders to provide awareness of alcohol and other drug related issues as they relate to college students. These events promoted health promotion and its programs. Events conducted include passive programming, tabling, and active programs that involve outside resources.
- Alcohol Sanctions – SCCE partnered with Vector Solutions (previously EverFi) to administer an alcohol educational program for students found responsible of violating the alcohol rule.
- Good Samaritan Amnesty Program – The University made the Good Samaritan program available once again during the 2022 and 2023 calendar years. TAMIU recognizes that the potential for disciplinary action by the University may discourage students from seeking medical assistance for themselves or others in a time when medical attention is needed. As such, this program was offered to assist individuals whose judgment or health was affected due to the consumption of alcohol or controlled substances by removing impediments to seeking medical assistance. Students were encouraged to contact the University Police Department, medical emergency professionals, or other University officials when medical assistance was needed.

Student Counseling Services

Student Counseling Services (SCS) provides short-term counseling and crisis intervention services to TAMIU students, including those suffering from alcohol and drug use. SCS also engages in outreach programs to educate the campus community on effective practices.

Featured Programs

- TAMIU 24/7 Student Crisis Line – SCS provides a 24/7/365 phone line for crisis assessment and intervention. Students can call 956-326-2230 to speak with a crisis counselor.
- Drunkopoly – Through a game similar to Monopoly, SCS provided information about the risks taken when under the influence of alcohol and raised awareness of proactive strategies to ensure safety.
- Opioids: Real People. Real Stories. Real Science. – A presentation on opioids followed by a panel open to questions for discussion was hosted by SCS.
- The Effects of Alcohol in the Family (TEDm Talk) – A presentation provided to students to

create awareness of the effects of alcohol beyond physical and personal problems was hosted by SCS.

- Informational pamphlets were provided in the SCS office and were accessible to all students. Topics included: “The Dangers of Binge Drinking,” “How Substance Abuse Hurts Your Body,” “Drinking Doesn’t Mix,” “Tips for Teens (tobacco, alcohol, cocaine, methamphetamine, etc.),” “Underage Drinking,” “Myths Vs. Facts,” and others.

Office of Student Orientation, Leadership and Engagement

The Office of Student Orientation, Leadership and Engagement (SOLE) fosters dynamic, student-centered co-curricular experiences that challenge, support, and empower students to develop critical navigation skills and strengthen their unique TAMIU experience and success.

Featured Programs

- Student Event Planning – SOLE worked with recognized student organizations to appropriately plan for activities and assess risks associated with specific laws, rules and minimum standards for organizational risk mitigation including specific questions regarding events with alcohol. The event planning process assisted students and advisors in the proactive identification of potential and perceived risks involved in their activities, as well as developing strategies for minimizing the impact of these risks. Students were required to submit a risk matrix for all events, including those that may involve alcohol on or off campus. The risk matrices were reviewed by the Office of Environmental Health and Safety for compliance with system and institutional risk assessments.
- Risk Management Training – All new and renewing registered student organizations were required to complete Risk Management Training. At minimum, the President and Risk Manager of each student group must attend annually. If an Advisor had not previously completed the mandatory risk management workshop, they were also required to complete this as well. Learning outcomes for these seminars included helping participants to understand the expectations of operating as a recognized student organization or advisor and identifying tools and resources to help organizations and advisors operate effectively and encourage the creation of a safe and productive environment. This training outlined:
 - Understanding and adhering to all laws and rules (specific rules covered include Expressive Activity, Hazing, Title IX, Student Travel, Programs for Minors, and Student Organization Conduct/Discipline)
 - Adhering to governing documents and reporting updates in a timely manner
 - Effective practices to manage safety risks related to alcohol and drug use
- New Student Orientation – All new freshmen and transfer students attending TAMIU were required to attend New Student Orientation. During the orientation, a presentation on effective decision-making including a discussion on alcohol and drug use was coordinated by SOLE.
- Greek Organizations Workshops - All Greek organizations were required to attend a virtual alcohol education workshop that was offered by representatives from on- or off-campus organizations/departments/offices. Learning outcomes varied based on the workshop. At least 80% of members were required to attend one of these workshops. Additionally, the Greek Council at TAMIU hosted several alcohol and hazing awareness workshops throughout the year. These events were held in conjunction with other community partners, including SCAN and PILLAR. Additionally, all Greek organizations were required to host at least one alcohol or drug awareness workshop each academic year for their members.
- Student Organization Leadership Advancement Retreat (SOLAR) and Social Change Leadership Series (SCLS) – All student organizations were required to send at least three officers and

members to a variety of workshops that enhanced the student organization experience, including workshops on event planning and risk management. Additionally, TAMIU offered the Social Change Leadership Series that addresses several societal challenges including hazing and drug and alcohol use and abuse.

Housing and Residence Life

The improper use of alcohol and other controlled substances on campus is a problem that the Office of Housing & Residence Life (OHRL) addresses with a multifaceted strategy. OHRL staff members invest significant effort in educating residents about their rights and responsibilities, recognizing and respecting the individuality of each student. Hence, OHRL employees follow the resident conduct procedure closely when residents are suspected of breaking the terms of their lease. With the lone exception of use or possession of illegal drug and related paraphernalia, which results in eviction, residents are sanctioned based on a restorative justice model with a focus on engagement of the individual in positive activities.

With the help of colleagues from Health Services, Counseling Services, and University Police, OHRL staff were able to provide residential students with training on illegal substances and paraphernalia during the 2022 and 2023 calendar years. The Office's close relationship with these offices also allowed them to quickly provide access to services to students in crisis.

The Resident Assistants at the property attended multiple training courses to learn how to identify when someone may be in crisis and what resources are best to offer for the given situation. With help from these training courses, the OHRL staff worked together to create programs aimed at raising awareness about the dangers of drugs and alcohol.

Housing and Residence Life worked closely with Student Conduct and Community Engagement, Health Services, Counseling Services, and University Police Offices to ensure that residents knew their rights and responsibilities. OHRL developed an accountability model to provide all residents accused of a violation a fair process to determine responsibility and ultimately an appropriate sanction for the actions in question.

Featured Programs

- Health and Wellness – OHRL promoted a culture of wellness using social media and contests to spread awareness on health-related issues affecting students.
- Spring Fling – This annual event was organized by OHRL in collaboration with other offices with the goal of empowering students to make responsible choices about drinking and having sex during spring break. Various activities were set up to simulate real work scenarios for residents looking to experience new things for the first time.
- Alcohol Awareness Programs – Throughout the years, OHRL staff hosted programs to inform residents about alcohol abuse and the various resources and support offered on campus.
- Alcohol Free Event Hosting – OHRL partnered with offices and student organizations continuously to coordinate alcohol free programs. These interactive and engaging events supported residents in finding other ways to de-stress and minimize the use of alcohol as an outlet.

University Police Department

The University Police Department (UPD) enforces alcohol and drug laws. UPD also tracks alcohol and drug violations, which occur on and adjacent to campus and offers programs to the campus community on drug and alcohol laws. Alcohol and drug law violations are tracked and reported by UPD as part of

the Annual Security Report required by the Clery Act. The numbers of alcohol and drug arrests and referrals to student disciplinary officials are reported for a three-year period. The Annual Security Report also contains a section on TAMU's alcohol and drug policies.

Featured Programs

- Alcohol/Drugs and the Law - UPD offers information sessions to various campus stakeholders that focus on Texas state laws and institutional rules and regulation pertaining to alcohol and drug use.
- Campus Partnerships - UPD actively engages in partnering with multiple on-campus departments for outreach activities to educate the campus community on alcohol and drug programs.

Athletics Department

The TAMIU Athletics Department strives to protect the health and welfare of its student athletes. As such, it consistently provides robust substance abuse and education policies which are regularly reviewed and strictly enforced. The Athletics Department also provides its students with training sessions to encourage policy compliance as well as healthy habits and lifestyles.

Featured Programs

- Mandatory Training – At the start of each long semester, student athletes were required to attend meetings hosted by the athletic training staff and TAMIU's compliance team members. These sessions are traditionally held prior to the team's first practice, and they provide a comprehensive review of TAMIU's drug/alcohol rules, drug testing policy, banned substances and the Safe Harbor Program.
- Drug Testing – All student athletes on an athletic roster with participation eligibility remaining were subject to drug testing throughout the calendar years. Drug testing is an important part of the TAMIU alcohol and drug abuse prevention program. Implementation is overseen by the Director of Athletic Compliance, in coordination with the TAMIU Athletic Trainer.
- Safe Harbor Program – TAMIU's Safe Harbor Program was once again offered at TAMIU in 2022 and 2023. The program allows student athletes to refer themselves for voluntary evaluation, counseling, and education focusing on a substance free lifestyle. If a student athlete tests positive for a banned substance during the term of the Safe Harbor Program, the positive test will not result in any punitive sanction. Should the student athlete show continued use and if the student athlete fails to comply with the treatment plan, they will be removed from the Safe Harbor Program and punitive sanctions will be implemented. A student athlete is not eligible for the Safe Harbor Program after they have been informed of an impending drug test or after having received a positive TAMIU or NCAA drug test.

Financial Aid

Students who have been convicted for the possession or sale of illegal drugs while they are receiving federal student aid have traditionally been ineligible for financial aid unless they complete a drug rehabilitation program, which must include two unannounced drug tests. Legislation mandating this requirement changed in 2022. The requirement held through the end of Summer 2022. Students enrolled in the Spring and Summer of 2022 who reported having such a conviction were asked to complete a worksheet to determine if their conviction affected their eligibility for aid.

Beginning in the fall of 2022, students who had been convicted for the possession or sale of illegal drugs received the following message: "A recently passed law means that you are now eligible for federal student aid even if you have been convicted for the sale or possession of illegal drugs while receiving federal student aid. No further action is required."

Human Resources

The Human Resources department is committed to providing employees with information and resources needed to be successful in their jobs. TAMIU is concerned about the health and welfare of its faculty and staff and in compliance with the federal Drug-Free Schools and Campuses regulations TAMIU has adopted a rule that requires faculty and staff to comply with federal, state and local laws, including those relating to alcoholic beverages, narcotics and other drugs.

Featured Programs

- Health Fair – Offered during spring semester, vendors, local health care providers, local health care agencies, and local fitness experts were invited to participate in the annual wellness fair. During the 2022- and 2023 - years adjustments were made to the format due to COVID19.
- ComPsych (EPA) – TAMIU provides this monthly newsletter which promotes health habits and educates on risks associated with unhealthy behavior such as alcohol consumption and drug abuse.
- Texas A&M System members also receive information through their email and home address regarding healthy lifestyle programs provided through their A&M Systems benefits including available services for drug and alcohol related issues.

Student Health Services

Student Health Services (SHS) promotes student health and fosters a university culture of healthy living. SHS advances student health by providing accessible health care services, wellness activities, and health education.

Featured Programs

- Wicked Wellness Week – SHS hosted Wicket Wellness Week, an initiative aimed at raising awareness and increasing knowledge in wellness topics including preventive, behavioral and mental health. Alcohol and drug use were also featured topics in some of the programming.
- Travel Health 101 – SHS developed this training module to prepare students who are participating in a study abroad trip by providing up-to-date health information including travel advisories, medications and recommended immunizations based on program destination. Notes on alcohol and drug safety are also included in the module.

Other Notable Initiatives and Programs

- Pre-Departure Orientation Training – Division of Student Engagement requires each student who anticipates studying abroad during a short- or long-term program complete a pre-departure orientation. Campus stakeholders present information on alcohol laws, prevention initiatives and services available to students while abroad.
- Annual Notification – Each long semester, the University emailed all registered students and employees (faculty and staff) information about drug and alcohol policies, resources, legal sanctions, and health risks via the “Annual Notification.”
- *Sexual Assault Prevention Training* – TAMIU requires all new and transfer students to complete this online training. Although not required of currently enrolled students, access to the online training is provided to them as well. This training addresses healthy relationships, communication, and consent, as well as covers the definitions of sexual assault, relationship violence, and stalking. This training also includes a discussion on risk awareness (alcohol and drug included), reduction strategies, bystander intervention and social norms and campus policies and support resources.

HEALTH RISKS ASSOCIATED WITH ALCOHOL AND OTHER DRUGS

Students were provided with information on the health risks associated with alcohol and other drugs at the beginning of each year via the annual notice. Information provided to them can be found below.

Health Risks of Alcohol

Ethyl alcohol, or ethanol, is an intoxicating ingredient found in beer, wine, and liquor. Alcohol is produced by the fermentation of yeast, sugars, and starches. It is a central nervous system depressant that is rapidly absorbed from the stomach and small intestine into the bloodstream. A standard drink equals 0.6 ounces of pure ethanol, or 12 ounces of beer; 8 ounces of malt liquor; 5 ounces of wine; or 1.5 ounces (a "shot") of 80-proof distilled spirits or liquor (e.g., gin, rum, vodka, or whiskey). For more information, please visit the National Institute on Alcohol Abuse and Alcoholism (NIAAA) at <http://www.niaaa.nih.gov/> or the Centers for Disease Control (CDC) at <http://www.cdc.gov/alcohol/faqs.htm>

Alcohol affects every organ in the drinker's body and can damage a developing fetus. Intoxication can impair brain function and motor skills; heavy use can increase the risk of certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and/or continued use despite harm or personal injury. Alcohol abuse, which can lead to alcoholism, is a pattern of drinking which results in harm to one's health, interpersonal relationships, or ability to work.

Source document: "Alcohol", NIH: National Institute of Drug Abuse and Addiction

Health Risks of Illegal Drugs and Other Substances

Although initial drug use might be voluntary, abuse of drugs has been shown to alter gene expression and brain circuitry, which in turn affect human behavior. Once addiction develops, these brain changes interfere with an individual's ability to make voluntary decisions, leading to compulsive drug craving, seeking and use.

The impact of addiction can be far reaching. Cardiovascular disease, stroke, cancer, HIV/AIDS, hepatitis, and lung disease can all be affected by drug abuse. Some of these effects occur when drugs are used at high doses or after prolonged use. However, some may occur after just one use.

More information on the health effects of specific drugs is available at these websites:

<http://www.drugabuse.gov/related-topics/medical-consequences-drug-abuse>

<http://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs/health-effects>

Illegal drugs and other substances have effects on many body systems. The following are some of these effects:

Effect on communicable conditions: Drug abuse not only weakens the immune system but is also linked to risky behaviors like needle sharing and unsafe sex. The combination greatly increases the likelihood of acquiring HIV/AIDS, hepatitis and many other infectious diseases. Drugs that can lead to these illnesses include heroin, cocaine, steroids, and methamphetamine.

Respiratory effects: Drug abuse can lead to a variety of respiratory problems. Smoking cigarettes, for example, has been shown to cause bronchitis, emphysema, and lung cancer. Marijuana smoke may also cause respiratory problems. The use of some drugs may also cause breathing to slow, block air from entering the lungs or exacerbate asthma symptoms. Drugs that can affect the respiratory system include cocaine, GHB and ketamine, heroin, inhalants, marijuana, nicotine, PCP, and prescription opiates.

Cardiovascular effects: Researchers have found a connection between the abuse of most drugs and

adverse cardiovascular effects, ranging from abnormal heart rate to heart attacks. Injection drug use can also lead to cardiovascular problems such as collapsed veins and bacterial infections of the blood vessels and heart valves. Drugs that can affect the cardiovascular system include cocaine, heroin, inhalants, ketamine, LSD, marijuana, MDMA, methamphetamine, nicotine, PCP, prescription stimulants, and steroids.

Gastrointestinal effects: Among other adverse effects, many drugs of abuse have been known to cause nausea and vomiting soon after use. Cocaine use can also cause abdominal pain. Drugs that can affect the gastrointestinal system include cocaine, GHB, heroin, LSD, MDMA, nicotine, and prescription opiates

Musculoskeletal effects: Steroid use during childhood or adolescence, resulting in artificially high sex hormone levels, can signal the bones to stop growing earlier than they normally would have, leading to short stature. Other drugs may also cause severe muscle cramping and overall muscle weakness. Drugs that can affect the musculoskeletal system include inhalants, MDMA, PCP, and steroids.

Kidney damage: Some drugs may cause kidney damage or failure, either directly or indirectly from dangerous increases in body temperature and muscle breakdown. Drugs that can cause kidney damage include heroin, inhalants, MDMA, and PCP.

Liver damage: Chronic use of some drugs, such as heroin, inhalants, and steroids, may lead to significant damage to the liver. Drugs that can cause liver damage include heroin, inhalants, and steroids.

Neurological effects: All drugs of abuse act in the brain to produce their euphoric effects; however, some of them also have severe negative consequences in the brain such as seizures, stroke, and widespread brain damage that can impact all aspects of daily life. Drug use can also cause brain changes that lead to problems with memory, attention, and decision-making. Drugs that can cause neurological problems include cocaine, GHB and rohypnol, inhalants, marijuana, MDMA, methamphetamine, nicotine, and prescription stimulants.

Mental health effects: Chronic use of some drugs of abuse can cause long-lasting changes in the brain. This may lead to paranoia, depression, aggression, and hallucinations. Drugs that can cause mental health problems include cocaine, inhalants, ketamine, marijuana, MDMA, methamphetamine, and prescription stimulants.

Hormonal effects: Steroid abuse disrupts the normal production of hormones in the body, causing both reversible and irreversible changes. These changes include infertility and testicle shrinkage in men as well as masculinization in women. Drugs that can cause hormonal problems include steroids.

Cancer: Cigarette smoking is the most preventable cause of cancer in the U.S. Smoking cigarettes has been linked to cancer of the mouth, neck, stomach, and lung, among others. Drugs that can cause cancer include nicotine, steroids.

Prenatal effects: The full extent of the effects of prenatal drug exposure on a child is not known, however studies show that various drugs of abuse may result in premature birth, miscarriage, low birth weight, and a variety of behavioral and cognitive problems.

Other health effects: In addition to the effects various drugs of abuse may have on specific organs of the body, many drugs produce global body changes such as dramatic changes in appetite and increases in body temperature, which may impact a variety of health conditions. Withdrawal from drug use also may lead to numerous adverse health effects, including restlessness, mood swings, fatigue, changes in

appetite, muscle and bone pain, insomnia, cold flashes, diarrhea, and vomiting.

Mortality: Drug-related deaths have more than doubled since the early 1980s. There are more deaths, illness, and disabilities from substance abuse than from any other preventable health condition. Today, one in four deaths is attributable to alcohol, tobacco, and illicit drug use.

Source document: *“Medical Consequences of Drug Abuse,” NIH: National Institute on Drug Abuse & Addiction*

TREATMENT OPTIONS FOR DRUG AND ALCOHOL USE

Students and employees have access to a number of educational resources focusing on alcohol and drug abuse. Counseling and referral services are also available to help community members struggling with alcohol or drug abuse problems.

Resources for Students

TAMIU’s Student Counseling Services provide substance abuse assessments and referrals for students. Intervention and limited ongoing recovery support counseling is also available to all enrolled students. For more information or to schedule an appointment, students can call (956) 326-2230.

Education is an important part of TAMIU’s Drug and Alcohol Abuse Prevention Program. Students, employees, or groups interested in requesting educational presentations can contact any of the offices listed below for assistance:

- Office of Health Services at (956) 326-2235
- Student Counseling Services at (956) 326-2230
- Student Leadership, Orientation and Engagement at (956) 326-2280
- Student Conduct and Community Engagement at (956) 326-2265
- Office of Student Engagement at (956) 326-2954

Resources for Faculty and Staff

TAMIU’s Human Resources department is committed to providing employees with information and resources needed to be successful in their jobs. All TAMIU budgeted benefits eligible faculty and staff have free confidential access to the Employee Assistance Program (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 that needs help, or has questions, a free and confidential place to seek assistance. Human Resources posts annual reminders about the EAP on UConnect, and the EAP also hosts a website with resources and assessment tools for employees. For more information contact Human Resources at (956) 326-2365.

Other Resources

Below is a list of resources community members can access locally.

Table 10. Local Resources

Agency Name	Contact #s	Address	Services
Alcoholics Anonymous	(956) 722-9001	4120 San Bernardo Ave., Suite 2 Laredo, Texas	Alcohol program
Al-Anon Serenity Group	(956) 337-4805	4120 San Bernardo Ave., Suite 4 Laredo, Texas	Alcohol program
Serenidad Recovery Home	(956) 728-9131	1002 Paseo De Tiber Rio Bravo, Texas	Alcohol & Drug program
Calvary Center	(956) 723-1972	102 E. Lyon Laredo, Texas	Alcohol & Drug program, Faith-based program

PROGRAM REVIEW AND GOALS

The biennial review affirmed the University’s dedication to educating the campus community on the risks associated with the use of alcohol and other drugs. One of TAMIU's biggest strengths is its collaborative approach to its Drug and Alcohol Abuse Prevention Program. The review clearly demonstrates that the responsibility for the University’s program is not borne by a single individual or office. Instead, there is a web of interconnected departments who consistently provide signature and new programs to ensure community members are educated and well supported when needed. Another area of strength is the full institutionalization of several key practices within different divisions, reducing the likelihood of neglect or oversight.

Program Goals

The assessment of the 2022 and 2023 Drug and Alcohol Abuse Prevention Program included a review of the objectives outlined in TAMIU’s preceding biennial report. Updates on the previous goals can be found below.

1. Maintain a robust student athletic drug testing process.
Update: Completed.
2. Develop method to collect data on employee professional development related to AOD [alcohol and other drug] programming, including notifications on resources and support for employees.
Update: A systematic approach to data collection stalled because a program manager position did not materialize. However, employees have been asked to notify HR when they have completed any professional development programs. Human Resources screens the information provided to determine if any training has included AOD themes. This provides the University with a snapshot of the AOD training occurring among employees.
3. Request funding to hire program manager to collect data, develop AOD prevention trainings, administer modules and other resources to support employee wellness, including Healthy U initiatives.
Update: While the University was unable to secure funding for such a position, the Taskforce has

identified a new goal for the upcoming cycle which aligns with the essence of this objective.

4. Recommend the appointment of the athletic staff member responsible for drug testing and alcohol prevention programming in the Athletic Department.

Update: Completed. The Director of Athletic Compliance, in coordination with a TAMIU Athletic Trainer, were appointed to oversee drug testing and alcohol prevention programming.

5. Request the appointment of a representative in the College of Nursing and Health Sciences to AOD taskforce.

Update: Completed. Dr. Marivic Torregosa was appointed to the Taskforce.

6. Continue administering Alcohol Edu and Prescribed Drug Abuse Prevention training for students.

Update: Completed.

Taskforce members established new goals to ensure continuous improvement. They include:

1. Enhance the educational programming offered to student athletes by collaborating with Health Services Staff that can provide workshops to different teams. Their expertise along with the introduction of new faces to the teams can strengthen the overall impact.
2. Identify specialized training on alcohol and other drugs for front facing offices and staff members. Explore and incentivize completion of such training.
3. Explore grant funding opportunities to support new educational programs and interventions.
4. Review data provided by the Healthy Minds assessment to be conducted in 2024 to identify alcohol or drugs related issues students and employees might be reporting. Use this data to help inform future programming.
5. Recognizing the infrequency of students disclosing risky drinking behavior, the Health Services team will investigate alternative methods of gathering this data and develop appropriate follow-up measures.
6. Explore ways to address a real or perceived hesitation on the part of employees to report colleagues that may be struggling with alcohol or drug abuse.

TAMIU is committed to educating students and employees about alcohol and drug issues, deterring the irresponsible use of alcoholic beverages, and prohibiting the unlawful manufacture, use, possession, or distribution of controlled substances. The University will continue to ensure compliance with the Drug-Free Workplace Act of 1988; the Drug-Free Schools and Communities Act of 1989; the Drug-Free Workforce Rules for Department of Defense (DOD) Contractors; and requirements of the Department of Transportation; or other regulatory bodies and applicable state laws for students and employees.

Appendix A - Statement on Compliance with the Drug Free Schools and Communities Act of 1989

Texas A&M International University (TAMIU) is committed to a drug-free environment and protecting the safety, health, and well-being of all employees and students. The use of illicit drugs and alcohol may have a detrimental impact on The Texas A&M University System (System) and each member in achieving their missions. This rule provides guidelines for implementation of a drug and alcohol abuse awareness, prevention, and intervention program for students and employees in accordance with the Drug-Free Workplace Act of 1988, the Drug-Free Workforce Rules for Department of Defense (DOD) Contractors, and the Drug-Free Schools and Communities Act of 1989.

Statement found in Rule 34.02.01.L1 University Alcohol and Drug Abuse Prevention Program

34.02 Drug and Alcohol Abuse

Revised [May 19, 2022](#) (MO -2022)
Next Scheduled Review: May 19, 2027
Click to review [Revision History](#).



Policy Summary

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

This policy is established to help members maintain a safe and healthy environment for all students and employees, to ensure compliance with applicable law and to require the adoption and implementation of a program to help prevent the use of illicit drugs and alcohol abuse by students and employees.

Policy

1. All members and member students and employees are expected to abide by state and federal laws pertaining to controlled substances, illicit drugs and the use of alcohol. Each member must adopt a plan consistent with this policy that includes implementation of an awareness and prevention program on the use of illicit drugs and the abuse of alcohol by students and employees.
 2. Sanctions (consistent with local, state and federal law) will be imposed on students and employees for the violation of this policy. Sanctions may include disciplinary actions up to and including expulsion, termination of employment and referral for prosecution.
 3. This policy is in addition to any alcohol or drug abuse policy or policies relating to participation in intercollegiate athletics.
 4. The chancellor is authorized to implement regulations to ensure full compliance with applicable statutes and administrative rules or guidelines.
-

Related Statutes, Policies, or Requirements

[20 U.S.C. § 1011i, Drug and Alcohol Abuse Prevention](#)

[41 U.S.C. Ch. 10 \(§§ 701-707\), Drug-Free Workplace Act of 1988](#)

[34 C.F.R. Pt. 86, Drug and Alcohol Abuse Prevention](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Offices

System Office of
(979) 458-6120

Human Resources
(979) 458-6169

34.02.01 Drug and Alcohol Abuse and Rehabilitation Programs

Reviewed [October 23, 2020](#)
Next Scheduled Review: October 23, 2025
Click to view [Revision History](#).



Regulation Summary

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

This regulation provides guidelines for implementation of a drug and alcohol abuse awareness, prevention and intervention program for students and employees in accordance with the Drug-Free Workplace Act of 1988, the Drug-Free Workplace Rules for Department of Defense (DOD) Contractors, and the Drug-Free Schools and Communities Act of 1989 and as required under other federal-granting authorities.

Definitions

Click to view [Definitions](#).

Regulation

1. ADMINISTRATION

The System Office of General Counsel (OGC) must be informed by the appropriate administrator of possible violations of this regulation and the advice of an OGC attorney must be secured before testing anyone due to reasonable suspicion of drug or alcohol use or abuse. Advice of OGC is not needed for required testing as described in Section 4, and OGC may waive the requirement to seek OGC's advice for reasonable suspicion testing when a member shows documented evidence of training for administrators and supervisors in alcohol and drug awareness.

2. MEMBER RULE

Each member chief executive officer (CEO) must establish a rule for the implementation of System Policy *34.02, Drug and Alcohol Abuse*, and this regulation. Requirements of the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act of 1989 and the Drug-Free Workplace Rules for Department of Defense Contractors and the requirements of the Department of Transportation or other regulatory bodies or federal-granting authorities and applicable state laws must be included as applicable for students and employees.

3. ALCOHOL AND DRUG-FREE AWARENESS AND PREVENTION PROGRAM

- 3.1 In accordance with the Drug-Free Schools and Communities Act of 1989, each member must develop and implement an alcohol and drug-free awareness and prevention program (program) for students and employees. Programs must conform to system policies and regulations as well as related state and federal laws.
- 3.2 Annually, each member must notify, in writing, each employee and each student of:
 - (a) the standards of conduct that prohibit the unlawful manufacture, distribution, dispensation, use and possession of illicit drugs and alcohol by students and employees on system property or as part of any system activity;
 - (b) a description of the applicable legal sanctions under local, state or federal law for the unlawful manufacture, distribution, dispensation, use or possession of illicit drugs or alcohol;
 - (c) a description of the health risks associated with the use of illicit drugs and alcohol;
 - (d) a description of drug or alcohol counseling, treatment, rehabilitation, re-entry or employee assistance programs that are available to students and/or employees;
 - (e) a clear statement that the member, consistent with local, state or federal law, will impose sanctions against a student or employee who violates the standards of conduct. The statement must include a description of the possible sanctions; and
 - (f) a description of the member's program, including alternative support, education and re-entry programs for students who are expelled as a result of violating standards required by these minimum requirements.
- 3.3 As required by federal law, each member must conduct a biennial review of its program and report:
 - (a) the effectiveness of the program;
 - (b) the consistency of sanction enforcement;
 - (c) the number of drug and alcohol-related violations and fatalities that occur on system property or at system activities and reported to campus officials, and the number and type of sanctions that are imposed by the member for such reported violations and fatalities on system property or at system activities; and
 - (d) whether any changes to the program are needed and if any such changes are implemented.
- 3.4 Each member will, upon request, make available to the U.S. Secretary of Education or designee, other applicable governmental agencies and the general public, all documents outlined in Section 3.1, as well as the biennial review.
- 3.5 Members must certify the accessibility of a drug abuse prevention program for officers, employees and students of the member, as required under 20 U.S.C.A. § 1094.

4. EMPLOYEE DRUG TESTING

34.02.01 Drug and Alcohol Abuse and Rehabilitation Programs

Page 2 of 5

4.1 Department of Defense and Other Federal-Granting Authorities

- 4.1.1 In accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Workplace Rules for Department of Defense (DOD) Contractors, or as a condition of any federal grant or contract if required by the grant or contract, government contractors will institute and maintain a program for achieving the objective of a drug-free work force. The program will include employee assistance programs emphasizing education, counseling and rehabilitation; training to assist in identifying and addressing illicit drug use; provisions for self-referrals as well as supervisory referrals for treatment; and procedures for identifying illicit drug users, including a random drug-testing program for employees in sensitive positions.
- 4.1.2 As a condition of employment, employees on federal governmental grants or contracts must abide by the required notification statement and must report any criminal drug statute conviction for a violation occurring in the workplace or on system business to their employer no later than five days after the conviction. The employer, in turn, must notify the contracting federal agency within 10 days after receiving notice from an employee or otherwise receiving actual notice of such conviction and, within 30 days, must impose sanctions on the employee involved. Sanctions may take the form of personnel actions against the employee, up to and including termination, or requiring the employee to satisfactorily participate in an approved drug abuse assistance or rehabilitation program.
- 4.1.3 Testing of an employee in a DOD-funded sensitive position or in a position funded by a federal grant or contract with such requirements, is undertaken under the following circumstances: (1) when there is reasonable suspicion that an employee uses illicit drugs, (2) when an employee has been involved in an accident or unsafe practice, (3) as part of or as a follow-up to counseling or rehabilitation for illicit drug use or, (4) as part of a voluntary employee drug testing program.
- 4.1.4 Additional restrictions or requirements may be implemented on a per project basis if required under the terms of a federal grant or contract.

4.2 Department of Transportation

Drug testing of employees required to have commercial driver's licenses must comply with Federal Highway Administration and Department of Transportation regulations and are conducted in the following situations: (1) pre-employment, (2) post-accident, (3) reasonable suspicion, (4) random and (5) return-to-duty and follow-up.

5. REASONABLE SUSPICION OF EMPLOYEE DRUG OR ALCOHOL ABUSE

- 5.1 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 must immediately notify the appropriate department head or designated administrator. Upon direction from the department head

or designated administrator, the supervisor or designated administrator discusses with the employee the suspected alcohol or drug-related problem(s). The employee is 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 the employee rejects 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 is documented in a memorandum to the record and filed in the employee's personnel file.

- 5.2 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 sanctions, the employee may be subject to disciplinary action up to and including termination.
- 5.3 Any disciplinary action is governed by system policies on discipline and dismissal and academic freedom, responsibility and tenure. A record of the action is placed in the employee's personnel file.
- 5.4 Testing of employees other than those occupying DOD-funded sensitive positions, positions funded under a federal grant or contract requiring additional provisions, or those required to have a commercial driver's license may be undertaken only when there is reasonable suspicion that the employee is under the influence of alcohol or illicit drugs while on the job and the employee's job performance has been affected by the use of alcohol or illicit drugs. The decision to test an employee in these circumstances is made by the appropriate member CEO or designee with the advice of OGC. The employee must be informed that a refusal to submit to a test, combined with a reasonable suspicion of usage, may be sufficient basis for termination.

6. TESTING PROCEDURES

The expense of the screening and any retest is borne by the member. The screening is kept confidential, with the results being reported to the employee and the appropriate senior-level administrator as soon as they are available. Any written documentation is kept in the employee's confidential medical file.

6.1 Drug Testing

- 6.1.1 Prior to the administration of a drug test, the appropriate administrator or supervisor must explain the drug testing procedures to the employee and arrange for a member employee(s) to transport and accompany the employee to a hospital or clinic for the taking of a specimen for screening purposes. If the member has laboratory or medical facilities with personnel trained for such testing, those facilities may be used if there are adequate chain-of-custody procedures established for the samples, and precautions are taken to guarantee the integrity of the testing against tampering or substitution.

6.1.2 Before the specimen is taken, the employee is asked to sign a consent form agreeing to the taking of a specimen for testing purposes. The signed form is required by the hospital or clinic. The employee may be asked to list any medications being taken. The employee will have a reasonable opportunity to rebut or explain a positive test result, including an independent retest of the sample.

6.2 Alcohol Testing

Alcohol testing is conducted using an Evidential Breath Testing Device (EBT) that has been approved by the National Highway Traffic Safety Administration.

Related Statutes, Policies, or Requirements

[20 U.S.C. § 1011i](#)

[20 U.S.C.A. § 1094](#)

21 U.S.C.A. § 812, [The Controlled Substances Act](#)

[41 U.S.C. §§ 701-707, The Drug-Free Workplace Act of 1988](#)

[34 C.F.R. 86 \(Authority: 20 U.S.C. 1145g\), The Drug-Free Schools and Communities Act of 1989](#)

[48 C.F.R. 252.223-7004, The Drug-Free Work Force Rules for Department of Defense \(DOD\) Contractors](#)

[Tex. Health & Safety Code, Ch. 481, Texas Controlled Substances Act](#)

[System Policy 34.02, Drug and Alcohol Abuse](#)

Member Rule Requirements

A rule is required to supplement this regulation and to implement System Policy 34.02, *Drug and Alcohol Abuse*. See Section 2.

Contact Office

Human Resources
(979) 458-6169



TEXAS A&M INTERNATIONAL UNIVERSITY

Rule

34.02.01.L1 University Alcohol and Drug Abuse Prevention Program

First Approved: August 17, 2006
Revised: February 13, 2017
January 20, 2021
Next Scheduled Review: January 20, 2026

Rule Statement and Reason for Rule

Texas A&M International University (TAMIU) is committed to a drug-free environment and protecting the safety, health, and well-being of all employees and students.

The use of illicit drugs and alcohol may have a detrimental impact on The Texas A&M University System (System) and each member in achieving their missions. This rule provides guidelines for implementation of a drug and alcohol abuse awareness, prevention, and intervention program for students and employees in accordance with the Drug-Free Workplace Act of 1988, the Drug-Free Workforce Rules for Department of Defense (DOD) Contractors, and the Drug-Free Schools and Communities Act of 1989.

Procedures and Responsibilities

1. GENERAL

- 1.1 TAMIU is committed to providing its employees a drug and alcohol free workplace. In compliance with [System Policy 34.02, Drug and Alcohol Abuse](#) and [System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs](#), this rule addresses alcohol use and abuse; the illegal use, sale, or possession of drugs; and the misuse of drugs including over-the-counter and prescription drugs.

- 1.2 TAMIU is committed to educating students and employees about alcohol and drug issues, deterring the irresponsible use of alcoholic beverages and prohibiting the unlawful manufacture, use, possession, or distribution of controlled substances. TAMIU will act to ensure compliance with the Drug-Free Workplace Act of 1988; the Drug-Free Schools and Communities Act of 1989; the Drug-Free Workforce Rules for Department of Defense (DOD) Contractors; and requirements of the Department of Transportation; or other regulatory bodies and applicable state laws for students and employees.
- 1.3 The appropriate senior administrator or designee shall inform the Office of General Counsel (OGC) of possible violations of this rule and the advice of OGC's attorney will be secured before testing anyone due to reasonable suspicion of drug or alcohol use.

2. PROHIBITION

- 2.1 In accordance with federal and state laws and System regulations, TAMIU prohibits the unlawful manufacture, distribution, possession, or use of illicit drugs or alcohol on property under the control of TAMIU and/or while on official duty and/or as part of any associated activities.
- 2.2 The purchase, consumption, and possession of alcoholic beverages in facilities under the control of TAMIU shall comply with [System Policy 34.02, Drug and Alcohol Abuse](#) and [System Policy 34.03, Alcoholic Beverages](#).
- 2.3 Failure to comply with this rule may result in disciplinary action up to and including termination of employment. An employee who violates any of the drug laws will be reported to the appropriate law enforcement agency and will be subject to prosecution in accordance with the law. Legal sanctions for violation of local, state, and federal laws may include, but not be limited to fines, probation, jail, or prison sentences.
- 2.4 Faculty and staff members have the responsibility to supervise student activities on TAMIU-affiliated trips. Faculty and staff members must inform students that actions violating applicable international and domestic laws regarding alcohol and drugs will not be permitted on any TAMIU-affiliated trip. Faculty and staff who violate these guidelines by not informing students regarding alcohol and drug use on affiliated trips will be subject to disciplinary action.
- 2.5 The TAMIU Athletics Department has specific rules relating to the use of alcohol and drugs by student athletes. These rules along with the information relating to the Athletic Department's drug testing program can be found in the [TAMIU Student-Athlete Manual](#).

3. RESPONSIBILITY

- 3.1 Employees shall report suspected violations of this policy to their immediate supervisor or to the Office of Human Resources.

3.2 Employees shall report to their supervisors, or to the Office of Human Resources, any use of a prescribed or over-the-counter medication that could adversely affect job performance. Any such medical information will be kept confidential and shared with the appropriate personnel only on a need-to-know basis. Those employees adversely affected by the medication during the normal course of duty may be placed on leave in accordance with leave regulations.

4. DRUG AND ALCOHOL TESTING

4.1 The decision to test for drugs and alcohol will be in accordance with [System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs](#).

4.2 Drug testing of an employee in a Department of Defense (DOD)-funded sensitive position or in a position funded by a federal grant or contract with such requirements will be conducted in accordance with the Drug-Free Workplace Act of 1988 (41 U.S.C. Ch.10 (§§ 701-707) and Drug Free Workforce Rules for Department of Defense (DOD) Contractors (48 CFR 252.223-7004), or as a condition of any federal grant or contract if required by the grant or contract. Additional restrictions or requirements may be implemented on a per project basis if required under the terms of a federal grant or contract.

4.3 Drug testing of employees required to have commercial driver's licenses will be conducted in accordance with the Federal Highway Administration and Department of Transportation regulations in the following situations: (1) pre-employment, (2) post-accident, (3) reasonable suspicion, (4) random, and (5) return-to-duty follow-up.

5. DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM FOR STUDENTS AND EMPLOYEES

5.1 In accordance with the Drug-Free Schools and Communities Act of 1989, TAMU will develop and implement an alcohol and drug-free awareness and prevention program for students and employees. Programs will conform to System policies and regulations as well as related state and federal laws and will incorporate information regarding:

- (1) The dangers of alcohol and drug abuse.
- (2) The maintenance of a workplace and learning environment free from alcohol and drug abuse.
- (3) Available alcohol and drug counseling, rehabilitation, and employee assistance programs.
- (4) Penalties that may be imposed upon students and employees for alcohol and drug abuse violations.

The drug and alcohol abuse prevention measures will include, but are not limited to:

- (1) The distribution of relevant printed materials to all students and employees, as explained in Section 5.1 of this rule.
- (2) The presentation of campus seminars and programs to educate students and employees about alcohol and drug abuse prevention.
- (3) The posting of current, relevant printed material concerning the prevention of drug and alcohol abuse on campus.

- (4) The development of evaluation/assessment methods to identify drug and alcohol issues among the students and employees.
 - (5) The distribution of relevant information on drug use to students and employees through the offices of Student Health Services, Student Counseling & Disability Services, and Human Resources.
- 5.2 Annually, the Office of Human Resources will notify each employee and the Office of Student Success will notify each student electronically or in writing and include:
- (1) The standards of conduct that prohibit the unlawful manufacture, possession, dispensation, use, or distribution of illicit drugs and alcohol by students and employees on TAMIU's property or as part of any TAMIU activity.
 - (2) A description of applicable legal sanctions under local, state, or federal law for the unlawful manufacture, possession, dispensation, use, or distribution of illicit drugs or alcohol.
 - (3) A description of the health risks associated with the use of illicit drugs and alcohol.
 - (4) A description of any drug or alcohol counseling, treatment, or rehabilitation, or employee assistance programs that are available to students and/or employees.
 - (5) A clear statement that TAMIU, consistent with the local, state, or federal law, will impose sanctions against a student or employee who violates the standards of conduct to include expulsion from school or termination from employment and referral for prosecution.
 - (6) A description of TAMIU's program, including alternative support, education, and re-entry for students who are expelled as a result of violating standards required by these minimum requirements.
- 5.3 As required by federal law, TAMIU, led by the Office of Student Success, will conduct a biennial review of its program and report the following:
- (1) A description of alcohol and other drug program elements.
 - (2) A statement of alcohol and other drug program goals and a discussion of goal achievement.
 - (3) Summaries of alcohol and drug program strengths and weaknesses.
 - (4) Procedures for distributing annual alcohol and drug program notification to students and employees.
 - (5) Copies of policies distributed to students and employees.
 - (6) Recommendations for revising alcohol and drug programs.
- 5.4 Upon request, TAMIU will make available to the Secretary of Education, or its designee, other applicable government agencies, and the general public, all documents outlined in Section 5 of this rule.
- 5.5 TAMIU will certify the accessibility of a drug abuse prevention program for officers, employees, and students as required under [20 U.S.C. § 1094, Program Participation Agreements](#).

Related Statutes, Policies, Regulations, or SAP's

[20 U.S.C. § 1011j, Drug and Alcohol Abuse Prevention](#)

[20 U.S.C. § 1094, Program Participation Agreements](#)

[20 U.S.C. § 812, The Controlled Substance Act](#)

[41 U.S.C. § § 701-707, The Drug-Free Workplace Act of 1988](#)

[34 C.F.R. 86 \(Authority: 20 U.S.C. 1145g\), The Drug Free Schools and Communities Act of 1989](#)

[48 C.F.R. 252.223-7004, Drug-Free Work Force Rules for Department of Defense \(DOD\) Contractors](#)

[Texas Health and Safety Code, Chapter 481, Texas Controlled Substances Act](#)

[System Policy 34.02, *Drug and Alcohol Abuse*](#)

[System Regulation 34.02.01, *Drug and Alcohol Abuse and Rehabilitation Programs*](#)

[TAMIU Student-Athlete Manual](#)

Definitions

Refer to definitions in [System Regulation 34.02.01, *Drug and Alcohol Abuse and Rehabilitation Programs*](#).

Contact Office

Office of Human Resources, 956-326-2365

[Appendix E - Student Handbook: Section 6.06 Prohibited Behavior](#)

Section 6.06 Prohibited Behavior

The conduct described below is considered inappropriate for the community and in opposition to the standards of conduct set forth by the University. The list below is not exhaustive.

Alcohol. Alcohol use, possession, manufacturing, or distribution of alcoholic beverages (except as expressly authorized by *University* regulations), is prohibited on Texas A&M *University premises* and *University* sponsored events. In addition, use, possession, or distribution of alcohol beverages while driving or riding in or on a vehicle on *University premises* is prohibited. Alcoholic beverages may not, under any circumstance, be used by, possessed by, or distributed to any person under twenty-one (21) years of age. Individuals may not be in a state of public intoxication or drunkenness. Individuals may not operate a motor vehicle or another form of transportation while intoxicated or while under the influence of alcohol. The possession and/or consumption of alcohol is not permitted in the RLC residences and associated grounds by residents or guests, regardless of age. Additionally, furnishing alcohol to a minor whether by an adult or other minor is a Class A misdemeanor.

GENERAL POLICIES AND PROCEDURES FOR STUDENT-ATHLETES

Code of Ethics

The purpose of intercollegiate athletics is to provide an opportunity for each student-athlete to develop his or her potential as a skilled performer in a highly competitive yet educational setting. Like educational goals, the intercollegiate athletics program seeks to provide ways in which student-athletes develop and improve life skills. In addition, the student-athlete has the opportunity to receive the finest coaching, to travel, to represent their school, and to learn the value of teamwork. Furthermore, it is our belief that being a student-athlete and representing the institution in a public manner is a privilege and requires responsibility above and beyond institutional standards.

TAMIU student-athletes are expected to:

- Athletes are expected to wear team issued gear when attending or representing the University.
- Athletes will be expected to conduct themselves in a respectful and courteous manner. Behavior towards teammates, opponents, coaches, staff, officials, and spectators must reflect positive sportsmanship conduct.
- Attend all classes and be on time. Your first priority at TAMIU is your academics; your second is your sport. You are responsible for all classwork that you miss when your team travels out of town.
- Refrain from using tobacco products, alcohol, and illegal drugs. Use of such substances will negatively affect your athletic performance.
- Partaking of drugs to enhance performance or modify mood at any time is strictly forbidden.
- Read and understand the mission of TAMIU and its philosophy, goals, standards of conduct, and disciplinary procedures as they are outlined in the TAMIU Student Handbook and the TAMIU Catalog.
- Adhere to a consistent sleep schedule, develop strong study habits, eat well, and maintain good personal grooming practices.
- Work with the Office of Financial Aid to utilize every resource available to help with educational expenses. Be aware of deadlines for financial aid forms.
- Participate in campus-sponsored events.
- Respect differing points of view.
- Contribute to the effort of making each practice a success. Exert maximum effort in all games and practices.
- Maintain a positive attitude. This is essential for success on and off the field. Strive for the highest degree of excellence, learn daily, and always give your best. Additionally, student-athletes are expected to abide by the following principles:

From Student Athlete Handbook pages 9-10.

HEALTH & WELLNESS

The TAMIU Department of Athletics acknowledges the pressures placed on student-athletes to excel in their sport and in the classroom. Student-athletes are highly visible representatives of TAMIU. As a result, their conduct is important, not only to themselves, but to TAMIU as a whole. The TAMIU Department of Athletics coaches, administrators, and athletic trainers are committed to providing a safe, healthy environment for TAMIU student-athletes.

Banned Substances – The list of substances banned may include but is not limited to the NCAA list of banned substances. Information on banned substances and the NCAA Drug Testing policy can be found at www.NCAA.org/drugtesting ([banned substance page](#)). Information on medications and supplements can be found at [AXIS - Drug Free Sport](#). The access code for Drug Free Sport Axis for NCAA Division II is: **ncaa2**.

Non-therapeutic Drugs –The use of non-therapeutic drugs, drugs taken to not help treat an illness, will not be tolerated. The Department of Athletics, as well as the NCAA, will conduct drug tests of student-athletes throughout the year. Prior to practicing, student-athletes must sign a Drug Testing Consent Form. They will be given no more than 24-hours' notice for the drug test. TAMIU testing will be conducted at Labcorp. NCAA testing will be conducted by representatives of the NCAA in cooperation with the TAMIU Drug-Testing Site Coordinator. While the TAMIU policy is similar to the NCAA policy, TAMIU's policy and testing program are separate and distinct from the NCAA Drug Testing Program.

Dietary Supplements – The use of dietary supplements is prevalent in athletics. Athletes use supplements to gain a competitive edge, to gain/lose weight, or to make up for dietary lacks. Athletes misuse supplements and may endanger their health or eligibility. Many supplements contain substances that are dangerous and may be banned by sports' governing bodies.

Drug Testing Process

Student-athletes are subject to TAMIU drug testing if they are on the institutional squad list maintained by the Athletic Compliance Office (this includes redshirts and partial qualifiers).

Drug testing will occur throughout the year through the Head Athletic Trainer's office. The Head Athletic Trainer will use a computerized program (ATS) to randomly select 10 student-athletes for testing. A student-athlete may also be subject to testing at any time when the Director of Athletics/designee determined there is individualized reasonable suspicion to believe the participant is using a prohibited drug. The athletic trainers will notify all student-athletes who have been chosen to be tested. A student-athlete who tests positive for narcotics or cannabinoids shall be ineligible from competition for the next six months and remain ineligible until the penalty is fulfilled, retest negative, and eligibility restored by the Director of Athletics.

A student-athlete who tests positive for all other banned substances other than narcotics or cannabinoids shall be charged with a loss of a minimum of one season of competition in all sports, in addition to any seasons of competition already triggered due to participation. The student-athlete shall remain ineligible for all regular-season and postseason competition during the time period ending in one calendar year after the collection of the student-athletes' positive drug test and until the student-athlete retest negative, and eligibility restored by the Director of Athletics. In addition, the penalty for missing a scheduled drug test is the same as the penalty for testing positive for the use of a banned drug.

Student-athletes who test positive for a banned substance by a laboratory may within 72 hours following receipt of results, request second sample to be tested. Upon the student-athlete's request for additional testing of the sample, the Director of Athletics/designee will formally request the laboratory retained by TAMIU to perform testing on specimen B. Specimen B findings will be final, subject to the results of any appeal. If specimen B results are negative, the drug test will be considered negative.

The Director of Athletics has final authority to change or alter final sanctions. Any sanctions given by NCAA or Department of Athletics will be reported to Office of Student Conduct and Community Engagement and added to student record even if student-athlete decides to leave team or is dismissed.

Safe Harbor Program

A student-athlete eligible for the Safe Harbor Program may refer himself/ herself for voluntary evaluation, testing and treatment for alcohol or drug problems. A student-athlete is not eligible to enter the Safe Harbor Program:

1. More than 1 time
2. After he/she has been informed of an impending drug test
3. After documentation of a positive drug test; or
4. 30 days prior to NCAA or Conference postseason competition.

The Head Athletic Trainers office will work with the student-athlete to prepare a Safe Harbor treatment plan, which may include confidential drug testing. The student-athlete will be tested for banned substances upon entry into the Safe Harbor Program and such a positive initial test will not result in any administrative sanctions except those listed in this section (i.e. the team physician may suspend the student from play or practice if medically indicated). A student-athlete will be permitted to remain in the Safe Harbor Program for up to thirty (30) days, as determined by the treatment plan. If a student-athlete is determined to have new banned substance use and/or alcohol use after the initial Safe Harbor Program test (as determined by follow-up testing) or fails to comply with the Safe Harbor Program treatment plan, the student-athlete will be removed from the Safe Harbor Program and be subject to appropriate disciplinary actions as detailed in the TAMIU Department of Athletics Drug Testing Process. Entering the Safe Harbor Program will be treated as one of the disciplinary action phases and any positive test indicating new banned substance use and/or alcohol use after the initial Safe Harbor Program test will be treated as the next subsequent positive.

While in compliance with the Safe Harbor Program treatment plan, the student-athlete will not be included in the list of students eligible for random drug testing by TAMIU. Students in the Safe Harbor Program may be selected for drug testing by the NCAA.

The Director of Athletics has final authority to change or alter final sanctions. Any sanctions given by NCAA or Department of Athletics will be reported to Office of Student Conduct and Community Engagement and added to student record even if student-athlete decides to leave team or is dismissed.

The Head Athletic Trainer will inform the Director of Athletics, Team Physician, and the student-athlete's Head Coach of the student-athlete's participation in the Safe Harbor Program. Other University employees may be informed only to the extent necessary for the implementation of this policy.

From Student Athlete Handbook pages 14-17.

BEHAVIORAL CONTRACT

The TAMIU Athletics Department has established a behavioral contract program to foster the importance of the University's Core Values and Standards of Conduct. The Director of Athletics, or designee, can implement the behavioral contract in consultation with the student-athletes respective head coach. The Athletic Director or designee will execute a behavioral contract when, but not limited to, testing positive on a drug test, being found responsible for an academic violation, and/or noncompliance with department or team rules. Student-athletes with a behavioral contract may be placed on probation or suspension and must comply with

underlying expectations for removal of such status. Failure to comply will result in further disciplinary action and possible dismissal as an athlete.

This is an important tool utilized by the Department of Athletics when warranted under certain circumstances. The Director of Athletics has authority to set these types of contracts in place with the input of the head coach.

From Student Athlete Handbook page 26.

Appendix G - TAMIU Resident Handbook: Community Rules and Regulations

The excerpt below is taken from the 2023 Resident Handbook. The Handbook is being updated in the spring of 2024. For a more updated version, please visit the Office of Housing and Residence Life website.

RULES AND REGULATIONS

The policies of Housing are in place in order to aid our residents' development and to ensure that our community is conducive to studying and academic success. Community living requires each member of the community to be a good neighbor.

ALCOHOLIC BEVERAGES

- "Alcoholic beverages" include beer, malt liquor, wine, mixed beverages, and spirits/liquor. The Residence Life Staff may ask for identification and may confiscate and/or dispose of any alcoholic beverages/apparatus associated with the violation of these policies:
 - Excessive quantities of alcoholic beverages as stated by the laws of the State of Texas.
 - Any apparatus whose intention is to accelerate or intensify the consumption of alcoholic beverages (i.e., beer bong) is prohibited.
 - A resident or guest of a resident may not drink alcoholic beverages or possess an open container (broken seal), glass, paper cup or other receptacle of alcohol in areas other than student rooms. This includes any area outside of the room of a student that is of legal age to possess and consume alcohol.
 - An underage resident is prohibited from receiving guests with alcoholic beverages.
 - A resident (21 years of age or older) is prohibited from supplying alcohol to an underage resident or guest.
 - Residents under the age of 21 may not be in the presence of alcohol at any time in the housing facilities. This policy is in effect regardless of whether the underage individual is consuming alcohol or not. Anyone in the presence or possession of alcohol, whether consuming or not consuming it, must be 21 years of age. If at any time of-age and underage residents or guests are in the presence of alcohol together, both parties are in violation of University and Housing policy as well as state and local laws regarding alcohol possession and consumption.
 - Common source containers (kegs, party balls, etc.) are prohibited.
 - Any underage resident found in possession of alcoholic beverages will be cited by TAMIU PD for Minor in Possession of Alcohol (MIP) and face Housing and University Disciplinary procedures.
 - Disorderly conduct or inappropriate behavior, based on public intoxication for both of age and underage individuals is strictly prohibited and students conducting themselves in this manner will face Housing and University Disciplinary Procedures as well as legal action from TAMIU PD.
 - RLC is an alcohol free zone. No alcohol is allowed on the premises.

APPLIANCES

Residents may bring personal items to campus for use in their rooms, provided that such items do not endanger resident safety, restrict reasonable freedom of movement with a room's shared living space, and do not violate policy guidelines. All appliances must have the Underwriter's Laboratory (UL) approval. If any prohibited items are found, they will be confiscated. Any items that are confiscated will be held in the Community Office until the next break period.

- A mini-fridge is provided to all residents of the RLC and a full size refrigerator to residents of University Village.
- Please note a microwave is provided to all residents as part of the appliance package.
- For Fire Safety reasons appliances with open heating elements (i.e., hot plates, toasters, toaster ovens, electric skillet, indoor grills, etc.) may not be used in RLC resident rooms.
- Residents of University Village may have toasters and other common small appliances.
- Halogen lamps are strictly prohibited.

BICYCLES/ROLLER BLADES/SKATE BOARDS/SCOOTERS

Bicycles brought to campus must be stored at the outside bike racks, and are not to be stored in resident rooms/apartments because they can potentially obstruct the entrance/exit of the room/apartment. Riding bikes, scooters, roller blading, & skate boarding inside the interior spaces of any housing facility are prohibited.

COHABITATION

Cohabitation is prohibited in the Housing & Residence Life facilities, there are limited exceptions to this policy for families. A guide to define cohabitation is any guest, male or female, who has stayed 3 days in a 7-day period and is not a legal dependent. All overnight guests need to be approved by all roommates in advance. Violation of any of these policies could lead to disciplinary action based on both Office of Housing & Residence Life and Texas A&M International University policies and procedures. Violation of these policies could also lead to criminal action. Residents are held accountable for any violations of their guests.

DAMAGES AND VANDALISM

Residents are held judicially accountable and financially liable for vandalism or damages they cause to University and/or Housing & Residence Life property (including, but not limited to, damages caused by electrical appliances or other personal equipment and belongings, and those caused by adhesives, nails, and tacks.) Residents are not permitted to tamper with, repair, replace, paint or adjust University or Housing & Residence Life equipment, furniture or property.

- All residents of a room/apartment are held mutually liable for damage to the room once occupancy is established (including computer and cable equipment).

- An individual resident of a room/apartment is solely liable for damages to the room/apartment when individual responsibility for damages can be clearly established.
- Residents are responsible for vandalism or damage done by their guests.

DOORS

- Residents are not permitted to alter or add any additional locks, chains, or latches to their room or bathroom doors.
- Permanent stickers are not to be placed on resident doors.
- Tampering with communal doors is prohibited.
- Adjoining room doors should remain closed and secured.

ILLEGAL DRUGS

Texas law, University and Housing & Residence Life Policy, prohibits the use, or possession, or sale of drugs or narcotics not prescribed by a physician. Drugs and narcotics are defined as barbiturates, hallucinogens, amphetamines, marijuana, or other narcotics, except as authorized by law. Any student involved in the sale, use, or possession of non-prescription drugs will be subject to disciplinary and/or legal action, in addition to possible immediate removal from the housing facility. Residents in possession of perceived drug-related paraphernalia will also be subject to disciplinary action.

EXERCISE EQUIPMENT

Free weights, other weight lifting equipment, and other exercise equipment exceeding 10 pounds may not be used in resident rooms.

FAILURE TO COMPLY WITH HOUSING & RESIDENCE LIFE STAFF

Residents and guests must cooperate and comply with professional and student staff member's reasonable requests while at University Village and the RLC. Failure to comply with a staff member's reasonable request in the performance of his or her duties is a policy violation. A student can ask a staff member for verification of his/her status. Any student concerns about a request can be brought to the Office of Housing & Residence Life the next business day.

FIRE EQUIPMENT

Residents who tamper with fire equipment are subject to disciplinary action, possible prosecution, possible eviction and a possible fine.

- Tampering with smoke detectors is strictly prohibited.
- Tampering with fire alarms is strictly prohibited.
- Tampering with fire hoses/extinguishers is strictly prohibited.
- Tampering with sprinkler systems is strictly prohibited.

Tampering with any of the above, which results in a response from the local fire department, is in violation of state and local ordinances.

WEAPONS

- The possession, keeping, and or use of a firearm or dangerous weapon, or look-a-likes, are not permitted in the housing facilities. Such weapons include, but are not limited to: bows and arrows, slingshots, darts, sharp objects that can inflict wound, guns or pistols, flare guns, air pistols, stun guns, rifles, and martial art implements.
- Possession or use of any explosive device of any type, including, but not limited to, firecrackers, cherry bombs, and bottle rockets is not permitted.
- Residents are obligated to report the possession, use of or storage of firearms, weapons or explosives to Residence Life Staff immediately.
- If any of the items listed above (or items falling into this category) are found and ownership identified, the resident may face immediate eviction and University Student Conduct charges.

FURNITURE

- Room furniture is not to be removed, transferred or interchanged among other rooms or public areas. Room furnishings provided by Housing & Residence Life may be arranged in any reasonable manner that does not endanger resident safety.
- Waterbeds are prohibited.

- Lounge or pool area furniture is not to be removed from its assigned location to any other location at any time. A \$25 fine will be assessed to each resident in the room for each piece of furniture found. Residents also risk being criminally charged with theft if this furniture is found in their rooms.

GUESTS/VISITATION

Guests 18 or older are welcome to visit residents, provided they adhere to the Office of Housing & Residence Life and University policies and procedures; and residents are responsible for their guest's actions. Roommates must verbally approve all overnight guests in individual student rooms. The guest policies are as follows:

- All guests must be in possession of a state issued ID or TAMU OneCard while on the premises. These forms of ID are necessary for guests to possess in case of emergencies.
- Guests must be escorted at all times by the resident they are visiting.
- The resident is responsible for both informing his/her guest(s) of the policies and for the behavior of the guest(s) while visiting. Residents will be held accountable for any violations of their guests.
- Guests are permitted to stay overnight for up to two (2) consecutive nights no more than four (4) times during the lease term. Exemptions can be made for additional days; however, overnight guests are not allowed to exceed 4 consecutive nights.
- Children, anyone 17 years of age or under, are permitted to visit the RLC or University Village under strict limited circumstances. In order for a child to visit, the resident must provide written permission from his/her parent to a staff member upon request. The written permission must contain the following: parent name, address, telephone number, and extent and reason for the visit.
- Resident(s) cannot have more than 4 guests at the same time or have more than 1 over-night guest in a single night.
- Lounges may not be used to provide overnight accommodations for guests.
- Residents are not permitted to baby sit or nanny children.

ROOM CAPACITY

For safety purposes, the maximum number of persons allowed in a resident room or apartment at one time is four (4) and eight (8) in a University Village 4 Bedroom 2 Bath unit.

KEYS

Keys are issued to the assigned occupants of a room, including 1 room key, 1 bedroom key and/or 1 mailbox key.

- Residents are not to lend their room key to anyone.
- Lost or missing keys must be reported as soon as possible to the Housing Office.
- Keys shall not be duplicated other than by housing officials.
- All keys must be surrendered to the Housing & Residence Life staff upon termination of the Housing Lease Agreement.

INAPPROPRIATE BEHAVIOR

Behavior or acts that are unreasonably disruptive to orderly community living are prohibited. These include, but are not limited to, the following:

- Inappropriate calls or requests of fellow residents and/or residential staff.
- Disorderly conduct that is disruptive, or may cause personal or physical injury to themselves or others, including but not limited to: physical altercations, bouncing balls, preventing others from studying or sleeping, horseplay (water balloon or shaving cream fights), playing sports indoors (including skateboarding, rollerblading, riding bikes, scooters, throwing Frisbees, etc.).
- Inappropriate language (curse words, racial slurs, jokes about ethnicity, sexual orientation, religious background, etc.) in public areas of the residences (lobby, TV lounges, etc.).
- Appropriate dress is required at all times in public areas.

BANNED STATUS

Any guest or former resident who has been placed on the banned list are not allowed in any Housing & Residence Life facility. This includes the Clubhouse and any outside vicinity. Stipulations have been

put on each person banned. Individuals who desire re-admittance to the housing facilities must first meet with Office of Housing & Residence Life for a reinstatement interview/meeting. This meeting does not guarantee a person's re-admittance.

NOISE

All residents are entitled to quiet whenever they request it. Maintaining a good study/sleep environment is one of our top priorities. Courtesy hours exist 24 hours a day, seven days a week. Excessive noise is always prohibited and Housing & Residence Life staff may take whatever action is appropriate to curb excessive noise from a stereo, residents, or guests. During exam week in the fall and spring, all floors observe a 23-hour quiet from 12 noon the Sunday before exams to 12 noon the Saturday following the completion of exam week.

QUIET HOURS

Quiet hours are times where excessive noise is prohibited. Quiet hours are from Sunday through Thursday 10pm-8am and Friday through Saturday 12am (midnight)-8am. Residents are required to observe quiet hours in order to prevent disturbance to other community members.

PERSONAL PROPERTY

- If any prohibited items are found, they will be confiscated. Any items that are confiscated will be held in the Community Office until the next break period.
- Extension cords may not be placed across aisles, wrapped around metal fixtures or furniture, run under carpet, or taped to the carpet.
- Paper, fish nets, parachutes, flags, tapestries or other combustible items must not be hung from or attached to the room ceiling or cover the ceiling or fire detector. Covering the ceiling or fire detector with these or other such items constitutes a fire hazard.
- No items, signs, or posters may be hung on the windows. Painting on individual resident windows is also prohibited.
- No nails or stickers may be used on the door. Please use masking tape or use sticky sponge type substance (i.e., Memo boards).
- The Residence Life Staff has the authority to remove any offensive or inappropriate items displayed on student doors or walls.
- Candles and incense (whether lit or unlit) or other open flames and incense burning are strictly prohibited.

PETS

Pets are not permitted at Housing. Pets from guests are also prohibited at Housing. Pet prohibitions apply to all mammals, reptiles, birds, and insects. Any resident in violation will be fined \$150.00. Any subsequent violation will result in an additional \$150.00 fine and resident may be considered at Default. Housing may contact the humane society or local authority to have the unauthorized pet removed after a one day's written notice of intent is left in a conspicuous place in the apartment.

PHOTOGRAPHIC AND RECORDING EQUIPMENT

- Unauthorized use of video, photographic, listening devices and recording equipment (including, but not limited to, web cameras, camera phones, and tape recorders) in common areas (including, but not limited to hallways, lounges, and stairwells) is prohibited.
- Video, photographic, listening devices, and recording equipment may be used within residents' own rooms only with the verbal consent of all residents and/or guests of the room.
- Photographic and recording equipment in a room may not be used to view, eavesdrop, broadcast or record any material from Housing & Residence Life facility common areas without the written consent of the Director of Housing & Residence Life and the verbal consent of all present.
- Housing & Residence Life staff reserve the right to authorize the use of such equipment in both properties in a manner permitted by applicable laws, when necessary or advantageous to enhance community responsibility and to maintain safety.
- Video, photographic, listening devices, and recording equipment should be used only for academic purposes.

ROOFS AND LEDGES

For safety reasons, residents are not permitted on the roofs and window/balcony ledges of the Residential Learning Community or University Village. Items, such as plants, garbage, bottles, etc., should not be placed on the window ledges. A \$25 per item fine will be assessed for all items found on resident window ledges.

SALES & SOLICITATION WITHIN HOUSING & RESIDENCE LIFE FACILITIES

- To protect resident privacy, canvassing or solicitation of funds, sales, memberships, subscriptions, or distribution of literature is prohibited unless permission is first granted, in writing, by the Associate Director.
- Some of the bulletin boards may be used by TAMIU groups to advertise. If you or a TAMIU student organization is interested in the posting policy, stop by or call the Housing Office for Posting Instructions.
- Individuals or groups may not act as vendors or sales agents, or set up a business enterprise of any kind in the housing facility.
- Individuals or groups, who wish to distribute questionnaires, or undertake other research projects involving residents or staff, must contact the Associate Director for written permission. Requests should be made at least two weeks before the project begins for authorization.
- Telephone solicitation is prohibited.

SMOKING

- Smoking is prohibited inside at all times in all housing areas.
- Smoking is **NOT** permitted in resident rooms.
- Smoking is permitted only on the sidewalks of the housing facilities and no closer than 30 feet from the nearest window or door.
- If a resident or staff member asks you to move further away from their apartment due to unwanted smoke entering through an open door or window, you must abide by their request.
- Smoking is not permitted within the designated common amenities of the housing facilities.

UNAUTHORIZED ROOMMATE CHANGES

Residents who wish to change roommates must follow Departmental guidelines and receive appropriate permission from the Assistant Director for Residence Life. If a room change occurs without this approval, all residents involved may be required to move back to their original rooms within 24 hours, be fined \$500 each, and be subject to Student Conduct Procedures.

UNAUTHORIZED ENTRY

- Residents, guests, TAMIU employees (with the exception of the University Police in conjunction with their official duties), contractors, etc. are prohibited from entering the RLC or University Village without checking in at the Office.
- It is prohibited to enter any RLC or University Village room/apartment that has not been assigned to you without the permission of the resident assigned to that room.
- Unauthorized use of or tampering with any door in or around the RLC or University Village is prohibited.

VENDING and LAUNDRY

Tampering with or maliciously damaging any machine or appliance is prohibited. Please do not sit on any of these machines.

WINDOWS

- Stops or seals on windows may not be loosened or removed. A fine of \$100 will be assessed for the cost of window stops or seals that are damaged or otherwise need to be replaced.
- Draperies must have the white backing facing the public.
- Projecting any objects from the window is prohibited. A \$100 fine will be assessed for projecting any objects from the window.
- No items, signs, posters, or flags may be hung on the windows. Painting on individual room windows is also prohibited.

[Appendix H - Student Handbook: Section 3.17 Hazing](#)

Section 3.17 Hazing

Hazing is a crime under Texas Law. It is also prohibited under this Code. It is a violation of the Code (and of state law) to engage in hazing, or to otherwise solicit, encourage, direct, aid or attempt to aid another in engaging in hazing. It is also a violation to recklessly permit hazing by another to occur. A student who receives firsthand knowledge of the planning of a specific hazing incident or has firsthand knowledge that a specific hazing incident has occurred, has an affirmative responsibility to report the incident in writing to dean of students or another appropriate official of TAMIU. Notification will be provided to the University community as required by law.

Both failing to report hazing and hazing that does not result in serious bodily injury are Class B misdemeanors. Hazing that results in serious bodily injury is a Class A misdemeanor. Hazing resulting in a death is a state jail felony. An organization found guilty of hazing may be fined \$5,000 to \$10,000 or, for incidents causing personal injury or property damage, an amount doubles the loss or expenses incurred because of the hazing incident.

It is not a defense to prosecution that the person hazed consented to the hazing activity.

A person reporting a specific hazing incident to the University is immune from civil and criminal liability unless the report is made in bad faith. This include immunity to student conduct charges.

State law does not limit or affect an education institution's right to enforce its own penalties against hazing.

The Education Code (Texas Education Code, Chapter 37) defines hazing as "any intentional, knowing, or reckless act occurring on or off the campus of an educational institution by one person or acting with others, directed against a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization." The statute contains a list of conduct, which constitutes hazing.

Examples of hazing include, but are not limited to:

- a. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking should this be electric shocking, placing of a harmful substance on the body, or similar activities;
- b. Involves sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other similar activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;
- c. Involves consumption of food, liquid, alcoholic beverages, drugs, or other substance which subjects the individual to risk of harm, or which adversely affects the mental or physical health or safety of the person;
- d. Any activity that involves coercing the student to consume a drug; an alcoholic beverage or liquor in an amount that would lead a reasonable person to believe that the student is intoxicated.
- e. Any activity that induces or requires the student to perform a duty or task, which involves a violation of the Penal Code.

If you have knowledge of the planning or occurrence of a specific hazing incident, you must report it. Students who learn of hazing should report it via the TAMIU ReportIt form available at www.tamiau.edu/reportit or:

- University Police Department, University Police Department building, 956. 326.2100 or for emergencies contact 956.326.2911
- Office of the Vice President for Student Success, University Success Center 224, 956. 326.2273
- Student Conduct and Community Engagement, Student Center 226, 956.326.2265
- Student Orientation, Leadership and Engagement (SOLE), Student Center 224, 956. 326.2280.