



SUB-TOPIC

DRUG-FREE SCHOOLS AND COMMUNITIES ACT COMPLIANCE

I. Policy

The abuse of alcohol and the use of illegal drugs by members of The University of Texas at Dallas community are incompatible with the goals of the Institution. In order to further the University's commitment to provide a healthy and productive educational environment, it is the policy of The University of Texas at Dallas to comply with the Drug-Free Schools and Communities Act Amendments of 1989.

II. Procedures

The Drug-Free Schools and Campuses regulations require universities receiving any form of federal funding to develop and implement a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees. The program must include an annual notification to the campus community of four program elements and a biennial review of the program's effectiveness and the consistency of the enforcement of sanctions. The four required program elements include:

- Standards of Conduct
- Description of Sanctions
- Description of Health Risks
- Description of Treatment Options

A. Standards of Conduct

1. **Student Conduct.** Student misconduct related to alcohol or other drug use will not be tolerated.

Section 49.37 of the UT Dallas *Handbook of Operating Procedures, Title V* addresses student conduct and misconduct, including the abuse of alcohol and the use of illicit drugs. Additional information about the student Alcohol and Other Drugs Program (AOD) is available on the UT Dallas web.

2. **Employee Conduct.** Employee misconduct related to alcohol or other drug abuse will not be tolerated.

B. Description of Sanctions A number of sanctions beyond expulsion from the University or termination from employment may follow a violation of this policy. Additional information on State sanctions is available on the UT Dallas web and the current list of federal trafficking penalties is available on the U.S. DEA web site.

1. **Student Sanctions.** Consequences of violations of UT Dallas student policies on alcohol and other drug related misconduct include:

- Parental notification
- Loss of financial aid
- Eviction from student housing
- Expulsion from the University

2. **Employee Sanctions.** Employees who violate the alcohol and other drug abuse policy are subject to discipline up to and including termination.



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C. Description of Health Risks The following information on health risks appears in *What Works: Schools Without Drugs*, U.S. Department of Education (1992).

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

D. Description of Treatment Options A variety of counseling services and treatment centers are available for anyone experiencing problems related to substance abuse. Although most counseling and treatment centers charge for their services, some programs are free of charge. Students should contact the Alcohol and Other Drug (AOD) Program for current referral information. Faculty and staff may contact the Employee Assistance Program at 214-648-5330 for current referral information.

III. Biennial Review

The Office of Human Resources Management will coordinate the required biennial review of the program's effectiveness and the consistency of the enforcement of sanctions. The reviews are scheduled during the first quarter of even numbered calendar years.

IV. For More Information Contact Human Resources Management at extension 2221.