



# Texas A&M University-Commerce Drug and Alcohol Abuse Prevention Report

2023 Biennial Report

Prepared in compliance with the Drug-Free Schools and Communities Act  
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# Introduction

Some know us as Texas A&M University-Commerce. To others, we will always be "Old E.T." From our humble beginnings as a private normal college, we have grown to become the third-largest university in The Texas A&M University System. With a diverse student body, state-of-the-art facilities, and faculty and staff of the highest caliber, A&M-Commerce is an institution that boasts a deep heritage and is proud to be at the forefront of higher education in Northeast Texas. Today, A&M-Commerce boasts record-high enrollment and is one of the fastest-growing universities in the state including over 9,900 students from all over the United States including over eight hundred (800) students representing forty-nine (49) countries. From accounting to electrical engineering, A&M-Commerce offers more than one hundred and thirty (130) academic degrees. From athletics to the arts, rodeo to innovation, A&M-Commerce is pushing boundaries to promote the finest examples of student success, transform the national fabric of higher education and create a place of prominence among America's great public universities. Transitioning from D2 athletic conference to D1 Athletic conference is increasing national recognition for student-athletes and academic programs. It extends the university's geographic reach, supports enrollment growth, boosts the value of an A&M-Commerce degree, and expands community connections. For one hundred and thirty-four (134) years names have changed, demographics have changed, and times have changed, yet our institution has proven adept at meeting challenges to remain true to its vision of transforming lives. A&M-Commerce strives to provide health and wellness opportunities for students as well as employees. To that end, A&M-Commerce strives to educate students and employees in alcohol and drug abuse prevention.

In an effort to collaborate with campus partners, the following departments have focused on efforts to implement programs to promote a healthy environment for the university community and enforce regulations for prevention of alcohol and drug abuse.

- Division of Student Affairs/Dean of Students
- Counseling Services
- Student Health Services
- Department of Residential Living and Learning
- University Police Department
- Division of Academic Affairs
- University Athletics
- Human Resources
- University Ethics & Compliance

The focus of the Alcohol and Other Drugs Committee is to collaborate in a joint effort to review the effectiveness of the university's alcohol and drug abuse programs and initiatives while ensuring compliance with the U.S. Department of Education, The Drug-Free Schools and Campuses Regulations [EDGAR Part 86], reporting requirements.

# Alcohol and Drug Use

Texas A&M University-Commerce, as part of The Texas A&M University System (A&M System), prohibits the unlawful manufacture, distribution, possession or use of illicit drugs or alcohol on system property, while on official duty or as part of any system activities. The possession, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws.

The enforcement of alcohol laws on campus is the primary responsibility of the University Police Department. The possession of alcoholic beverages by anyone under 21 years of age is illegal. With prior university approval, possession and consumption of alcoholic beverages are restricted to special use buildings and facilities as designated by the president, approved by the system chancellor and reported to the Board of Regents on an annual basis. Individuals, organizations, or groups violating alcohol or drug policies or laws may be subject to sanctions by the university. Clarification regarding alcohol and controlled substances for students can be found on the (Insert the name of main page for code of conduct, website name and link to guidebook.)

## Smoke Free Campus

[TAMUC Rule 34.05.R1 Smoke, Vapor, and Tobacco Free Environment](#)

[TAMUC Rule 34.02.01.R1.01 Drug Free Workplace and Campus Procedure](#)

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

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

## Texas State Laws-Alcohol and Drugs

### Minor in Possession (MIP) – TABC 106.05

A minor (individual under the age of 21) consuming or possessing an alcoholic beverage, except in the visible presence of the minor's adult parent, guardian, or spouse. Class C Misdemeanor.

### Public Intoxication (PI) - TX PC Sec. 49.02

Appearing in a public place while intoxicated so much that the person may endanger him/herself or another person. Class C Misdemeanor

### Driving under the Influence (DUI) – TABC 106.041

A minor is operating a motor vehicle in a public place while having any detectable amount of alcohol in the minor's system. Class C Misdemeanor.

### Driving While Intoxicated (DWI) - TX PC Sec 49.04

Operating a motor vehicle, aircraft or watercraft in a public place while intoxicated. A blood alcohol concentration (BAC) of .08 will automatically be DWI, but this is not the only criterion. Class B Misdemeanor. First offense with a BAC of .15 or greater is enhanced to a Class A Misdemeanor

### Providing Alcohol to a Minor or Purchasing Alcohol for a Minor – TABC 106.06

The providing of alcohol to a minor, the purchasing of alcohol for a minor or the providing for a location for minors to drink is a violation of state law. Class A Misdemeanor.

### **Minor in Consumption (MIC) – TABC 106.04**

A minor commits an offense if he/she consumes an alcoholic beverage. Class C Misdemeanor.

### **Penalties**

#### **Class C Misdemeanor**

Fine up to \$500; additional penalties include community service, an alcohol-awareness course and 180-days to one-year driver's license suspension.

#### **Class B Misdemeanor**

Fine up to \$2,000; additional penalties include community service and jail confinement not to exceed 180 days.

#### **Class A Misdemeanor**

Fine up to \$4,000; additional penalties include up to one year in jail and a 180-days driver's license suspension.

### **Alcoholic Beverages**

The possession, sale, or furnishing of alcoholic beverages on the A&M-COMMERCE campus is governed by statements in the Student Guidebook and Texas state law. Laws regarding the possession, sale, consumption, or furnishing of alcohol are controlled by the Texas Alcoholic Beverage Commission (TABC). The enforcement of alcohol laws on campus is the primary responsibility of the UPD. The possession, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws. Violators may be subject to university disciplinary action, criminal prosecution, and fine and imprisonment (or a combination). It is unlawful to sell, furnish, or provide alcoholic beverages to a person under the age of twenty-one (21). The possession of alcoholic beverages by anyone less than twenty-one (21) years of age is illegal. It is also a violation of the student code of conduct for anyone to possess or consume alcohol in any public or private area of campus without prior university approval. Organizations or groups violating alcohol or drug policies or laws may be subject to sanctions by the university. Additional clarification regarding alcohol and controlled substances policies can be found in the Student Guidebook.

### **Illegal Drugs**

The A&M-COMMERCE campus has been designated "Drug Free and Smoke Free." The unlawful possession, sale, manufacture, or distribution of any illegal drugs, controlled substances and/or drug paraphernalia is illegal under both state and federal laws. These laws are strictly enforced by the UPD. Violators may be subject to university disciplinary action, criminal prosecution, and fine and imprisonment (or a combination). The university reserves the right to employ an outside agency to assist in the detection of illegal drugs, controlled substances and/or drug paraphernalia.

# Alcohol and Drug Education Program Initiatives

Texas A&M University-Commerce provides various programs, services, and outreach efforts to prevent and address alcohol and other drug issues.

## Division of Student Affairs

The objective of alcohol and drug programming within the Division of Student Affairs is to promote responsible decision-making regarding alcohol and other drugs to the Texas A&M University-Commerce community through educational programming and resources.

## Programming and Outreach

Department/Organization	Date/Time of Programming	Name of training/program	Audience (students, faculty, staff)
Fraternity & Sorority Life	9/22/2021	New Member Education	Students
Fraternity & Sorority Life	2/24/2022	New Member Education	Students
Fraternity & Sorority Life	11/11/2022	New Member Education	Students
Student Engagement/Student Organizations	9/9/2021	Student Organization Advisors Training	Faculty/Staff
Student Engagement/Student Organizations	9/13/2021	Student Organization Mandatory Training	Students
Student Engagement/Student Organizations	9/14/2021	Student Organization Mandatory Training	Students
Student Engagement/Student Organizations	9/16/2021	Student Organization Mandatory Training	Students
Student Engagement/Student Organizations	9/23/2021	Student Organization Mandatory Training	Students
Counseling Center	Various Dates	Clients referred to the Mandatory LEAP program	Students
Counseling Center	Various Dates	Clients referred to the Mandatory NEXT Step program	Students
UPD	August 2021	College 101 presentation (2)	Students
UPD	September 2021	College 101 presentation (3)	Students
UPD	October 2021	College 101 presentation (1)	Students
UPD	November 2021	College 101 presentation (2)	Students
UPD	February 2021	Healthy Dating (1)	Students
UPD	June 2021	New Student Orientation (3)	Students
UPD	July 2021	New Student Orientation (4)	Students
UPD	August 2022	College 101 presentation (2)	Students
UPD	September 2022	College 101 presentation (3)	Students

UPD	October 2022	College 101 presentation (2)	Students
UPD	November 2022	College 101 presentation (2)	Students
UPD	February 2022	College 101 presentation (1) Healthy Dating (1)	Students
UPD	March 2022	Safe Spring Break presentation (3)	Students
UPD	April 2022	Alpha Phi Alpha event	Students
UPD	June 2022	New Student Orientation (4)	Students
UPD	July 2022	New Student Orientation (4)	Students
Student Rights & Responsibilities	August annually	Tips for Surviving College (DARTY)	Students
Student Rights & Responsibilities	January 2021	Programming to encourage use of online modules for Substances and Sexual Assault Prevention	Students
Student Health Services	10/5/2022	Alcohol Awareness program (Phase III)	Students
Residential Living & Learning	October 26, 2021	Drug and Alcohol Awareness event	Students
Residential Living & Learning	October 25, 2021	Alcohol Awareness Hour	Students
Residential Living & Learning	October 13, 2022	Alcohol and Drug Awareness	Students
Residential Living & Learning	October 13, 2022	Boo'Ze Party	Students
Residential Living & Learning	October 11, 2022	Murder Mystery Party: A Taste for Wine and Murder	Students
Residential Living & Learning	October 28, 2022	Halloween Moving Night: Drug and Alcohol Awareness Night	Students
Residential Living & Learning	October 18, 2022	Alcohol and Drug Awareness	Students
Residential Living & Learning	October 24, 2022	Alcohol & Drug Bulletin board	Students
Residential Living & Learning	February 28, 2023	Alcohol & Drug Education	Students
Residential Living & Learning	March 1, 2023	Let's "Taco" About...Alcohol and Drug Abuse	Students
Residential Living & Learning	March 6, 2023	Alcohol and Drug Bulletin Board	Students
Residential Living & Learning	August 10, 2021	Behind Closed Doors	Staff
Residential Living & Learning	August 11, 2022	Behind Closed Doors	Staff

## **Intervention Services and Training**

- A sanction process for student athletes who test positive or show signs of substance abuse.
- Screenings and brief interventions relating to alcohol and marijuana use, usually embedded within outreach events and programming.
- Student Counseling Services provides ongoing counseling, which students may access as needed, while enrolled.
- Consultation services for faculty, staff, and students who have concerns about a student are available with both Student Counseling Services and members of the CARE Team

## **Residence Life**

During training, the staff is educated on issues surrounding alcohol and drug use on campus. The following describes the session presentations:

*Writing Incident Reports:* The RLL staff receives education regarding documentation of an alcohol related incident. The staff is trained to identify the behaviors of students who have been drinking and how to respond to the situation.

*Behind Closed Doors:* This session is an opportunity for the RLL staff to practice handling various problematic scenarios they may encounter, including alcohol and drug related incidents, in a controlled environment. The RLL is introduced to different scenarios in an incident training simulation. During the simulation, they are provided with instant feedback to improve their skills from professional staff members and campus partners.

*Residence Hall Guidelines:* The RLL staff are introduced to the guidelines and procedures and On-Call Emergency Response.

## **Academic Affairs**

Many academic courses at Texas A&M University – Commerce address the use and abuse of alcohol and other drugs, as it is interconnected within numerous students’ academic fields of study. The issues of drug and alcohol use and abuse have been integrated into the curriculum of these academic schools and departments.

### **College of Education and Human Services**

- Department of Curriculum and Instruction
- Department of Counseling
- Department of Health and Human Performance
- Department of Nursing

### **College of Humanities, Social Sciences, & Arts**

- Department of Sociology and Criminal Justice

## **Employee Assistance Programs**

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

## **Educational Efforts**

As required by the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communications Act Amendments of 1989, all A&M-COMMERCE employees have electronic access to the A&M System policy on Drug and Alcohol Abuse and Rehabilitation Programs in Workday and are required to be signed electronically and kept on file.

## **Alcohol and Drug Testing**

Employees may be tested for alcohol and/or drugs due to reasonable suspicion, following a job in jeopardy agreement, or because they are required to participate in alcohol and drug testing per the Texas Department of Transportation regulations. 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.

# Alcohol and Other Drug Program Goals and Effectiveness

## Division of Student Affairs Programming and Intervention

### Goals/Program Outcomes

- Increase student knowledge of basic drug and alcohol information.
- Increase student skills in reducing risk, coping skills, and bystander intervention strategies.
- Create an atmosphere on campus in which abstinence and responsible drinking are endorsed by students.

### Ongoing Assessment

#### *ECheckUp*

Students complete ECheckUp online training that is tailored to the A&M-COMMERCE campus designed as personalized “interventions” to reduce levels of hazardous use and consequences that often follow. Students are given personalized feedback based on their own reported use patterns. They receive feedback on how their drinking compares to others, their personal risk factors, relationship and health consequences, unique family risk factors, and the amount of money they spend on alcohol and/or cannabis each month.

## Employee Assistance Program Assessment

### Goals/Program Outcomes

- Help employees with personal problems that affect their job performance and wellbeing.
- Identify and address a wide range of health, financial, and social issues, including mental and/or substance use disorders.
- Offer services, such as employee education, individual assessments, organizational assessments, management consultation, referrals to treatment, and short-term counseling.

### Ongoing Assessment

The Human Resources Department provides all budgeted faculty and staff with free and confidential access to the Employee Assistance Program. The EAP is a university sponsored program that provides free and confidential assessments, short-term counseling, referrals, prevention and education services to employees and their dependents. The EAP also hosts a website with resources and assessment tools. EAP provides monthly newsletters and hosts training sessions about creating a healthy work-life balance.

The Human Resources Department provides guidance in applying all state and federal laws regarding substance abuse in the workplace. When abuse of alcohol or drugs is suspected in the workplace, Human Resources collaborates with supervisors in determining effective action. Where an employee rejects mandatory alcohol and drug treatment or fails to meet the terms of applicable disciplinary sanctions, disciplinary measures including termination may result

# Sanctioning and Enforcement

The biennial report includes a review of consistent enforcement of sanctions. A student or employee found responsible of noncompliance with federal or state laws or institutional policies, regulations, and/or rules regarding alcohol or other drug policies has committed a violation and 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, or expulsion from A&M-COMMERCE. Cases involving employees result in disciplinary sanctions up to and including termination. Severity of sanctions will depend upon the nature and seriousness of each case.

## University Police Department

An annual review is conducted to:

- Determine the number of drug and alcohol-related violations and fatalities that occur on the campus or as part of any institution's activities.
- Determine the number and type of sanctions that are imposed by the institution because of drug and alcohol-related violations and fatalities on the institution campus or institution's activities.
- Ensure that the state law is consistently enforced.

The following chart shows statistical data collected on drug and alcohol arrests and disciplinary actions as reported in A&M-COMMERCE's Annual Security Report. *Please note that these numbers show only those alcohol and drug offenses covered under the Clery Act.*

### On-Campus Activity

Offense	2019	2020	2021
Liquor Law Referral	22	21	26
Liquor Law Arrests	38	18	9
Drug Law Referrals	194	74	119
Drug Law Arrests	91	33	61

### Off-Campus Activity

UPD has a working relationship with the Commerce Police Department. The Office of Student Rights and Responsibilities addresses alleged violations of university rules and/or student rules off A&M-COMMERCE premises.

## Student Rights and Responsibilities

The Office of Student Rights and Responsibilities addresses alleged violations of university rules and/or student rules on A&M-COMMERCE premises. Violations of any state or federal law pertaining to controlled substances that occur off campus and are not associated with a connected activity may also result in conduct charges in situations where the continued presence of the individual on campus is likely to interfere with the educational process and/or the orderly operation of A&M-COMMERCE. A&M-COMMERCE conduct proceedings will comply with the procedures outlined in the university rules and

student rules. Any conduct action imposed by A&M-COMMERCE may precede and be in addition to any penalty imposed by authorities off campus.

- As it relates to alcohol incidents specifically, those incidents accounted for approximately 6% of the total number of reports seen by the Student Rights and Responsibilities Office.
- As it relates to drug incidents specifically, those incidents accounted for approximately 34% of the total number of reports seen by the Student Rights and Responsibilities Office.

The following table provides specific numbers of reports made to the Student Rights and Responsibilities Office related to alcohol and other drug violations and individuals involved.

Charge or Issue	2020-2021 Academic Year		2021-2022 Academic Year		Total Reports
	Number of reports	Responsible Finding	Number of reports	Responsible Finding	
<b>All</b>	352	273	343	197	695
<b>Alcohol</b>	24	20	16	14	40
<b>Percentage</b>	7%	7%	5%	7%	6%
<b>Drugs</b>	111	88	127	77	238
<b>Percentage</b>	31%	32%	37%	39%	34%

All violations of alcohol and drug laws addressed by the UPD are also to be referred to the Student Rights and Responsibilities office for additional review.

### Disciplinary Sanctions

An educational module through eCheckup To Go is typically assigned for violations of institutional alcohol policy. The most common sanction affecting a student’s status is Conduct Probation. The Conduct Probation status in combination with educational requirements and intervention provides an educational tone versus a consequence or punitive model. Any finding of a violation of the Code of Student Conduct during a term of conduct probation may result in consideration of suspension, or expulsion as an appropriate sanction. Conduct Probation is considered not in good standing for the student or organization and becomes a permanent part of the student's confidential record.

### University Athletics

In addition to Texas A&M University-Commerce’s drug testing, student-athletes may also be tested as part of the NCAA random drug-testing program, which generally occurs twice per academic year. The NCAA, in conjunction with Drug Free Sport, will select student-athletes randomly from current team rosters. Each athlete selected will be notified by the Associate Athletics Director of Sports Medicine and then expected to sign an official notification form that same day. Student-athletes will be tested the morning after notification and are expected to arrive at the testing site on time or risk being assessed a positive test. **FAILURE TO SHOW FOR A SCHEDULED TEST WILL RESULT IN A POSITIVE TEST RESULT!**

Questions regarding NCAA testing should be directed to the Drug Free Sport website or the Associate Athletics Director of Sports Medicine.

## NCAA Summer Drug Testing Program

The NCAA's Year-Round Drug-Testing Program continues through the summer months for Division I member institutions. Prior to testing student-athletes will be notified in person or via direct phone contact. The NCAA prohibits using voice messages, email communication or text messages to notify of a summer drug test. Specifics:

- Institutions to be drug tested will be selected by Drug Free Sport.
- The sport(s) to be drug tested will be selected by Drug Free Sport. Five (5) to Fifteen (15) student-athletes may be selected for drug testing.
- Any student-athlete on campus or in the local area of the institution is subject to summer drug testing.

### *NCAA Nutritional/Dietary Supplements Warning*

Before consuming any nutritional/dietary supplement product, you should review the product with the Associate Athletics Director of Sports Medicine or the Director for Athletic Compliance. Dietary supplements are not well regulated and may cause positive drug test results. Any product containing a dietary supplement ingredient is taken at your own risk. It is your responsibility to check with the Associate Athletics Director of Sports Medicine or Resource Exchange Center before using any supplement or substance. Note to Student-Athletes: There is no complete list of banned substances. Do NOT rely on this list to rule out any substance/supplement ingredient. Information about ingredients in medications and nutritional/dietary supplements can be obtained by contacting the Resource Exchange Center, REC, 877-202-0769 or [www.drugfreesport.com/rec](http://www.drugfreesport.com/rec) Examples of NCAA Banned Substances in Each Drug Class (this list is not exhaustive):

- Stimulants
  - e.g., amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; fenfluramine (Fen); methamphetamine;
  - methylphenidate (Ritalin); phentermine (Phen); synephrine (bitter orange); methylhexanamine, etc.
  - exceptions: phenylephrine and pseudoephedrine are not banned.
- Anabolic Agents
  - (sometimes listed as a chemical formula, such as 3,6,17-androstenetrione) e.g., boldenone; clenbuterol; DHEA (7-Keto); nandrolone; stanozolol; testosterone; methasterone; androstenedione; norandrostenedione; methandienone; etiocholanolone; trenbolone; etc.
- Alcohol and Beta Blockers (banned for rifle only)
  - e.g., alcohol; atenolol; metoprolol; nadolol; pindolol; propranolol; timolol; etc.
- Diuretics (water pills) and Other Masking Agents
  - e.g., bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone)
  - triamterene; trichlormethiazide; etc.
- Street Drugs
  - e.g., heroin; marijuana; tetrahydrocannabinol (THC); synthetic cannabinoids (e.g., Spice, K2, JWH-018, JWH-073)
- Peptide Hormones and Analogues
  - e.g., growth hormone (HGH); human chorionic gonadotropin (HCG); erythropoietin (EPO); etc.
- Anti-Estrogens
  - e.g., anastrozole; tamoxifen; formestane; 3,17-dioxo-etiochol-1,4,6-triene(ATD), etc.

- Beta-2 Agonists
  - e.g., bambuterol; formoterol; salbutamol; salmeterol; etc.

\*Unless otherwise noted, any substance that is chemically related to the class, even if it is not listed as an example, is also banned

### **Unacceptable Drug and Alcohol Related Behavior**

Student-athletes are expected to abide by all federal, state, and local laws, as well as any Texas A&M University-Commerce policies and regulations pertaining to alcohol and drug consumption. In addition to these laws and policies, Texas A&M University-Commerce Intercollegiate Athletics establishes the following alcohol and drug related policies. Do not post or allow picture of yourself and/or other Texas A&M University-Commerce student-athletes drinking or holding alcohol, drug paraphernalia or sexually explicit photos to be posted on social media websites such as Facebook, Twitter, Instagram, Snapchat, etc. Do not consume alcohol or drugs while traveling on university funded trips. Do not consume alcohol or drugs while wearing department-issued Texas A&M University Commerce athletic team gear.

A copy of current NCAA drug testing program access through the Student-Athlete Handbook. Below are our learning outcomes or goals for drug testing and education for student-athletes.

- The prevention of substance abuse in the A&M-COMMERCE athletic community
- The education of student-athletes on the physical, psychological, and social effects of substance abuse
- The education of student athletes that substance abuse is harmful and unethical.
- To protect the health and safety of A&M-COMMERCE 's student athletes
- To deter the use/abuse of illegal and harmful substances among A&M-COMMERCE 's student athletes
- To maintain the integrity of Texas A&M University-Commerce, A&M-COMMERCE Athletics, the Southland Conference (“SLC”), and the National Collegiate Athletic Association (“NCAA”) by ensuring fair competition

In agreement with the policies of Texas A&M University-Commerce and the NCAA, A&M-COMMERCE Athletics prohibits the use, sale, or distribution of any and all illegal substances by its student athletes and staff. This includes all illegal drugs, prescription drugs, taking non-prescription drugs for purposes other than their intended use, using anabolic steroids, and utilizing nutritional supplements containing illicit or NCAA-banned substances.

### **Employees**

Employees who violate The Texas A&M University System substance abuse policy and regulation are subject to discipline up to and including termination. If not terminated, employees in violation of the policy or regulation may be asked to sign a Job in Jeopardy Agreement, which requires participation and completion of a substance abuse program. Failure to successfully complete the program may result in immediate dismissal.

# Summary of Alcohol and Other Drugs Program Strengths and Weaknesses

## Substance Abuse Prevention Efforts

Substance abuse prevention efforts are imbedded within the A&M-COMMERCE Campus. Strength and weakness of the program include:

### Strengths

- The A&M-COMMERCE Campus and the Division of Student Affairs strive to use the best practices when delivering programming and interventions.
- The Division of Student Affairs works collaboratively across departments and other divisions to deliver comprehensive prevention programs that include marketing and passive programming in residential halls.
- Tabling prevention events are common throughout campus during each semester using campus partnerships such as Fraternity and Sorority Life, Student Rights and Responsibilities, Residential Living and Learning, Student Health Services, and University Police.
- The AOD committee has been reconstructed in 2023 to address substance use and abuse and expanded to include more partnerships across campus.
- Multiple departments across campus host a multitude of programming events to reach students several times throughout the academic year.

### Weaknesses

- The previous committee overseeing alcohol and other drug prevention have been meeting less consistently over the past few years than previously as staff have taken on additional responsibilities to meet the needs of students and respond to crises and emergencies, particularly in light of 2020 pandemic.
- Data collection and use often takes a back seat to more pressing issues. There is no one with a designated role of collecting and providing data to better serve our students and programming.
- Like many campuses, A&M-COMMERCE has faced increasing demands for services each semester with little expansion in staff campus wide. There are no full-time prevention practitioners; all staff have multiple roles.

## Human Resources-Substance Abuse Prevention Efforts

The Human Resources Department has several strengths involving the provision of informational sources for employees regarding specific communications. Human Resources provides notification of this policy and available resources to all employees via new hire orientations and distributed annually thereafter. Texas A&M University-Commerce rule 34.02.01.R1.01 Drug Free Workplace and Campus Procedure, provides guidance to employees addicted to alcohol or drugs, to include explanation of sanctions for violations of university policy and/or criminal statutes.

# Distribution of Information to Student and Employees

## Annual Notification

### Resource Information Includes the Following:

Texas A&M University System Policy and Regulations:

34.02 Drug and Alcohol Abuse

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

Drug and Alcohol Abuse and Rehabilitation Programs

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

Alcoholic Beverages

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

Texas A&M University-Commerce Rule

Drug Free Workplace and Campus

[34.02.01.R1.pdf](http://policies.tamus.edu/34.02.01.R1.pdf)

Human Resources

Employee Assistance Program Benefit

<https://www.tamus.edu/benefits/guidanceresources/>

University Athletics

(Insert any information regarding distribution of student athlete handbook here)

The NCAA Banned Drugs List may be found at the following link:

<https://www.ncaa.org/2018-19-ncaa-banned-drugs-list>

Texas State Drug and Alcohol Laws

Alcoholic Beverage Code, Title 4

<https://statutes.capitol.texas.gov/Docs/AL/htm/AL.106.htm>

Regulatory and Penal Provisions; Chapter 101, General Criminal

Provision Alcoholic Beverage Code Chapter 106, Provisions

Relating to Age

Health & Safety Code Subtitle C. Substance Abuse Regulation and Crimes Chapter 481, Texas

Controlled Substances Act

<https://statutes.capitol.texas.gov/Docs/HS/htm/HS.481.htm>

# Recommendations

- The committee will look at new ways to distribute alcohol and drug abuse prevention information and notifications to increase the likelihood that students and employees will read the information. Consideration should be given to social media platforms as well.
- Enhance opportunities for educating A&M-COMMERCE employees about the dangers of drugs and alcohol via the Human Resources website, the MyEvive website, and throughout staff and faculty internal benefits information.
- The committee should make more effort to collect and analyze data to assist in strengthening our prevention efforts.
- TAMUC Athletics will provide ongoing and annual education to student-athletes on banned substances, nutritional supplements, and the NCAA Drug Testing Program.
- Build on existing efforts to embed prevention efforts into a holistic wellness model that will not only address substance use but:
  - Healthy coping skills
  - Promote opportunities for students to build a healthy social network.