

Texas A&M AgriLife is fully committed to providing its employees a drug and alcohol free workplace. Guidelines and sanctions are contained in System Policy 34.02, System Regulation 34.02.01, and associated component rules and procedures.

Disciplinary action will be pursued against employees who violate the system policy or this rule. A record of the action taken will be placed in the employee's personnel file.

As a condition of employment, employees must report any criminal drug statute conviction for a violation occurring in the workplace or on AgriLife business to the administrative head of the unit through their supervisor no later than five days after such conviction. The administrative head of the unit shall report such conviction to the director no later than two days after notification from the employee.

In the case of an employee who is directly engaged in the performance of work on a federal contract or grant, the director must notify the contracting federal agency within 10 days after receiving notice from an administrative head or otherwise receiving actual notice of such conviction. In either case, Texas A&M AgriLife will take appropriate disciplinary action within 30 days. Disciplinary actions include termination of employment, or requiring the employee to satisfactorily participate in an approved drug abuse assistance or rehabilitation program.

#### **Definitions:**

**Prescribed Drug:** Any substance prescribed for individual consumption by a licensed medical practitioner.

**Illicit Drug (or Chemical Substance):** Any drug or chemical substance, the use, sale, or possession of which is illegal under any state or federal law; or one that is obtainable but has not been legally obtained.

**Controlled Substance:** A controlled substance in schedules I through V of section 202 of The Controlled Substance Act (21 U.S.C.S. 812) or whose possession, sale, or delivery results in criminal sanctions under the Texas Controlled Substances Act. This includes all prescription drugs as well as drugs that have no generally accepted medicinal use such as heroin, LSD, marijuana, etc.

**Alcohol:** Any alcoholic beverage that is alcohol, or any beverage containing more than one-half of one percent of alcohol by volume which is capable of use for beverage purposes, either alone or when diluted.

**Alcohol Abuse:** The excessive use of alcohol in a manner that interferes, but not chronically, with (1) physical or psychological functioning; (2) social adaptation; (3) educational performance; or (4) occupational functioning.

**Reasonable Suspicion:** Established by: (1) observation; (2) actions/behaviors of the individual; (3) supervisor or other reliable individual witnessing possession or use; or (4) any other legal measure for alcohol or drug detection.

#### **LEGAL SANCTIONS**

All Texas A&M AgriLife employees are expected to comply with federal, state, and local drug laws as well as System Policies and agency rules and procedures. An employee who violates any of these 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/or federal laws may include but are not limited to fines, jail, or prison sentences up to 99 years or life. Violations of these laws and of System Policies and agency rules/procedures include the possession, delivery, manufacturing, selling, using, illegal purchasing, and others. Driving under the influence may also result in the loss of driving privileges.

The State of Texas also has an open container law, which makes it illegal for the driver of a motor vehicle to consume alcohol.

#### **HEALTH RISKS**

##### **Alcohol**

Many health risks are associated with alcohol abuse. It has been estimated that alcohol may be involved in more than 100,000 deaths per year. This number includes deaths from traffic accidents, homicides, suicides, overdoses, and other types of accidents.

Alcohol abuse adversely affects the heart, liver, kidneys, central nervous system, and brain. Birth defects such as fetal alcohol system and mental retardation are also caused by such abuse.

Alcohol abuse costs billions of dollars each year through lost production, health and medical expenses, motor vehicle accidents, crime, alcohol programs and research. It can lead to family break-up, divorce, child and spouse abuse, unwanted pregnancies and loss of employment. Alcohol abuse also results in less efficiency, absenteeism, lost time on the job, faulty decision making, accidents, impaired co-workers' morale and the cost of rehabilitation programs.

(Sources: Alcohol in America: Taking Action to Prevent Abuse, Steve Olson; Alcohol and Other Drugs: Self Responsibility by Ruth Engs; and Gateway Drugs: A Guide for the Family by Robert L. DuPont, Jr., M.D.)

##### **Other Drugs**

The abuse of illicit drugs can result in a wide range of health problems. Illicit drug use can result in drug addiction, death by overdose, death from withdrawal, seizure, heart problems, infectious disease (i.e., HIV/AIDS, hepatitis), liver disease, and chronic brain dysfunction.

Drug abuse can interfere with memory, sensation, and perception. It can also interfere with the brain's ability to take in, sort and synthesize information.

Regular users of drugs develop tolerance, physical dependence, and psychological dependence. Additional effects include occupational, social, and family problems as well as a reduction in motivation. As with alcohol abuse, drug abuse by pregnant women may cause addiction or health complications in the unborn child. (Sources: Gateway Drugs: A Guide for the Family by Robert L. Dupont, Jr., M.D. and What Works: Schools Without Drugs by the U.S. Department of Education)

## RESOURCES

### ***Resources located in the Bryan/College Station area:***

1. Narcotics Anonymous (NA) of Brazos Valley—979-822-9094
2. Brazos Valley Council on Alcohol & Substance Abuse (BVCASA) <http://www.bvcasa.org/> — 979-823-5300
3. Mental Health Mental Retardation Crisis Line — 979-361-9815
4. Scott & White alcohol/Drug Treatment Program — 979-691-3338
5. Alcohol and Drug Education Programs, Department of Student Life — 979-845-0280

### ***Resources off-campus are:***

1. National Alcohol and Drug Abuse Help Line— 1-800-821-4357
2. Alcohol Abuse 24 Hr. Hotline—1-800-950-7226
3. For those employees located away from the Bryan/College Station area, the local mental health mental retardation center can be contacted for information on the resources available in the community. Local hospitals

should be contacted for emergency care. Many communities will have therapists, counselors, treatment centers and support groups available. Contact your supervisor for help in identifying an appropriate service.

### ***Additional Resources:***

Health insurance coverage may be available for treatment of alcohol abuse and other illicit drug use problems. Employees should contact Texas A&M AgriLife Benefits Office at 979-845-2423 or an individual health plan representative for information about insurance coverage.

\*Hearing impaired individuals can access these resources by using TTY telephones to call Relay Texas at 1-800-735-2989 for these resources.

# DRUG AND ALCOHOL AWARENESS



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