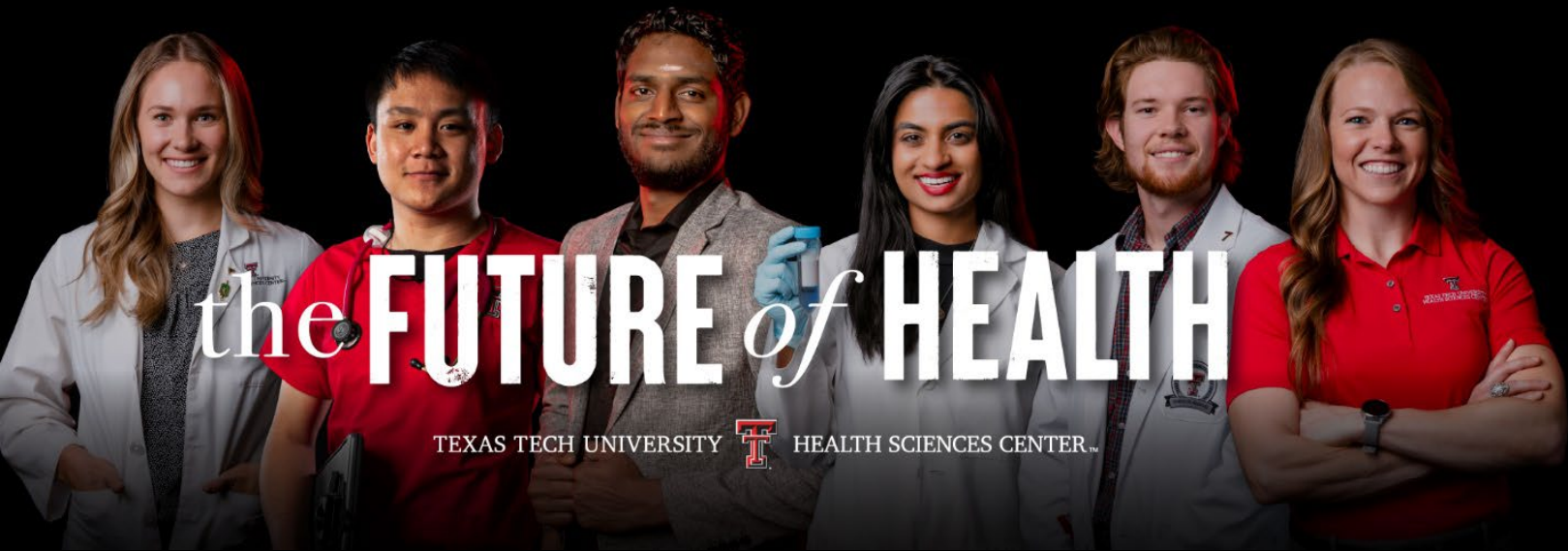


DRUG & ALCOHOL ABUSE PREVENTION PROGRAMS BIENNIAL REPORT

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER





DRUG & ALCOHOL ABUSE PREVENTION PROGRAMS BENNIAL REPORT

Prepared by TTUHSC
Institutional Compliance Office
In compliance with The Drug Free Schools & Communities Act
Report Published December 2024

TABLE OF CONTENTS

MESSAGE FROM THE PRESIDENT.....	1
INTRODUCTION TO THE DRUG FREE SCHOOLS & COMMUNITIES ACT.....	1
STANDARDS OF CONDUCT & DISCIPLINARY SANCTIONS.....	4
TTUHSC DRUG & ALCOHOL ABUSE PREVENTION PROGRAM	26
ASSESSMENT, RESOURCES & RECOMMENDATIONS.....	30
STATISTICS & HEALTH RISKS.....	34

MESSAGE FROM THE PRESIDENT

Dear TTUHSC Community,

At Texas Tech University Health Sciences Center, we care deeply about creating a safe and welcoming place where everyone can thrive. Addressing substance use and misuse is a critical part of this, and the 2024 Drug and Alcohol Prevention Program Biennial Report shows how we're working to make that happen.

This report, required by the Drug-Free Schools and Communities Act Amendment of 1989, explains the programs, policies and resources we've developed to prevent substance misuse and encourage healthy choices. It focuses on three key areas:

Prevention: Helping the TTUHSC community understand the risks of drug and alcohol misuse.

Support: Providing counseling and other resources to those who need help.

Policy Enforcement: Keeping clear guidelines to ensure a safe and healthy campus.

Our [Alcohol and Illegal Drugs Policy \(HSC OP 10.03\)](#) makes it clear that drugs and alcohol cannot be used, possessed or shared unlawfully on campus or at university events. This policy, along with [Attachment A: Student Faculty and Staff Guidelines](#), explains:

- Standards for behavior and the legal consequences for breaking the rules
- Health risks related to drug and alcohol use
- Resources for counseling and treatment
- Disciplinary actions for violations

Our efforts are about more than just following the rules — they reflect our care for each member of our TTUHSC family. By living our values, we can build a respectful, responsible and resilient community.

The full report is available on our website. I hope you'll take a moment to read it and learn about the resources available to you at TTUHSC.

Substance misuse can impact both individuals and our community. Thank you for being so committed to one another and our great university. Together, we make TTUHSC a safe, healthy and supportive place.



A handwritten signature in black ink that reads "Lori Rice-Spearman". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Lori Rice-Spearman, Ph.D.
President
Texas Tech University Health Sciences Center



INTRODUCTION TO THE DRUG FREE SCHOOLS & COMMUNITIES ACT

INTRODUCTION

COMPLIANCE WITH THE DRUG FREE SCHOOLS & COMMUNITIES ACT

BIENNIAL REVIEW PROCESS

POLICY AND ANNUAL NOTIFICATION PROCESS

TTUHSC POLICIES RELATED TO DRUG & ALCOHOL ABUSE

INTRODUCTION

The Drug-Free Schools and Campuses Regulation (34 CFR Part 86) of the Drug Free Schools and Communities Act (DFSCA) of 1989 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 students and employees.

In order to certify its compliance with the regulations, Texas Tech University Health Sciences Center (TTUHSC) must develop and implement a drug and alcohol abuse prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities. Creating a program that complies with the regulations requires TTUHSC to annually distribute the following to all students and employees:

- A written statement about its standards of conduct that prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A written description of the applicable legal sanctions imposed under university, local, state, and federal laws for the unlawful possession or distribution of illicit drugs and alcohol;
- A written description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- A written description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A statement that the institution of higher education will impose disciplinary sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of standards of conduct.

The law further requires that institutions conduct a biennial review of its program with the following objectives:

- Assess the effectiveness of the drug and alcohol abuse prevention programs;
- Evaluate the consistency of sanctions imposed for violations of its disciplinary standards and codes of conduct related to drugs and alcohol;
- Identify areas requiring improvement or modification; and
- Produce a report of biennial review findings.

COMPLIANCE WITH THE DRUG-FREE SCHOOLS & COMMUNITIES ACT

Texas Tech University Health Sciences Center (TTUHSC) is committed to the health and safety of its faculty, staff and students. Alcohol and Drug Abuse remains a significant problem in the United States and TTUHSC is concerned about substance abuse on our campuses. The federal Substance Abuse and Mental Health Services Administration reports that approximately 48.5 million people aged 12 and older in the United States have a Substance Use Disorder, including 28.9 million people who have an alcohol use disorder and 27.2 million people who have a drug use disorder. The

percentage was highest among young adults aged 18 to 25 (27.1 percent or 9.2 million people), followed by adults aged 26 or older (16.6 percent or 37.0 million people), then by adolescents aged 12 to 17 (8.5 percent or 2.2 million people). Substance abuse not only disrupts the workplace but also endangers the lives of those on our campuses. The Drug-Free Schools and Communities Act Amendments of 1989 requires that students, faculty and staff be informed of TTUHSC's Drug and Alcohol Abuse Prevention Programs (DAAPP) and Services designed to prevent the unlawful possession, use, or distribution of alcohol and illegal drugs.

BIENNIAL REVIEW PROCESS

The TTUHSC President appointed a Committee to examine the current Drug and Alcohol Abuse Prevention Programs (DAAPP). This Biennial DAAPP Report summarizes TTUHSC's programs, services and policies, and provides an evaluation of and recommendations towards promoting the effectiveness of the programs, services and policies and the consistency of the sanctioning when policy violations occur. The Office of Institutional Compliance is responsible for preparing and distributing TTUHSC's DAAPP Biennial Report in collaboration with the following Offices and Committee representation:

Office of the President	Emergency Preparedness
Office of Student Affairs	Campus Business Operations Officials
Office of Global Health	Office of General Counsel
Human Resources	Contracting Office
Office of Equal Opportunity	TTUHSC Clergy Compliance Officer
Title IX Office	Office of Communications & Marketing
Office of Institutional Compliance	Office of Facilities and Safety Services
Texas Tech Police Department	Division of Institutional Excellence & Culture
Facilities Information	Student Government Association

POLICY AND ANNUAL NOTIFICATION PROCESS

TTUHSC adopted an operating policy and procedure (HSC OP 10.03, Alcohol and Illegal Drugs) to set forth the provisions of the Drug Free Schools and Communities Act Amendments. In addition to meeting the requirements of the federal law, TTUHSC also intends that the policy be part of a positive effort in alleviating alcohol abuse and other drug-related problems among members of the campus communities in all regional sites and components. The focus of program implementation is on prevention, education, counseling, intervention and treatment. The policy is reviewed each even-numbered year by a Committee designated by the TTUHSC President.

An annual memo with a link to the full DAAPP Biennial Report, along with the Alcohol and Illegal Drugs policy and Attachment A – Student, Faculty, Resident and Staff Guidelines, are distributed by the President's office to all faculty, staff and students via email distribution. An additional memo is emailed to all students who enroll after the initial distribution. An additional memo is emailed to all employees who are hired after the initial distribution, as well as during new employee orientation. Faculty, staff and students may request a copy of the DAAPP by contacting the TTUHSC Office of

Institutional Compliance during the normal business hours of 8:00am to 5:00pm, Monday through Friday, or by calling 806-742-3931. Additionally, TTUHSC maintains a Drug Free School and Communities Act (DFSCA) website which includes links to our DAAPP Biennial Report, drug and alcohol policies and other helpful information.

TTUHSC POLICIES RELATED TO DRUG AND ALCOHOL ABUSE

Alcohol and Illegal Drugs	HSC OP: 10.03
Student Faculty and Staff Guidelines	HSC OP: 10.03, Attachment A
Smoke, Tobacco and E-Cigarette Free Environment	HSC OP: 10.19
Standards of Conduct and Ethics Guide	HSC OP 52.06
Regent’s Rule Chapter 03 Personnel	Section 03.02.1
Drug-Free Workplace Policy	HSC OP: 70.39
Employee Consent and Release for Alcohol and Drug Testing Form	HSC OP: 70.39, Attachment A
Drug and Alcohol Testing for Safety-Sensitive Positions Requiring a Commercial Driver’s License	HSC OP: 70.41
Employee Consent Form for Alcohol/Drug Testing	HSC OP: 70.41, Attachment A
Purchasing Card Program	HSC OP: 72.15
Official Functions, Business Meetings and Entertainment	HSC OP: 72.16
Pre-Approval Form for Official Functions	HSC OP: 72.16, Attachment A
Authorization to Serve Alcohol Form	HSC OP: 72.16, Attachment B
Working with Affiliated Entities – Student Drug Screenings	HSC OP: 77.15
Collisions Involving University Vehicles	HSC OP 76.34
Controlled Substances Policy	HSC OP 52.17
Health, Wellness and Rehabilitation of Faculty, Physicians in Training (Fellows and Residents), and Students	SOM OP: 20.12
Impaired Students	SOM OP: 40.07
Student Drug Testing	SON OP:60.1115
Drug Testing Consent Form	SON OP: 60.115-01, Attachment A
Drug Testing Reasonable Suspicion Reporting Form	SON OP: 60.115-02, Attachment B
Student Drug Screening Policy	SOP OP: 77.P.44
Student Drug Testing Policy	SHP OP: ST.21
TTUHSC Student Handbook	Code of Professional Conduct

STANDARDS OF CONDUCT & SANCTIONS



STANDARDS OF CONDUCT
DISCIPLINARY SANCTIONS AND ACTIONS
LEGAL SANCTIONS

STANDARDS OF CONDUCT

State and federal laws regarding the possession, use, and sale of alcoholic beverages and illegal drugs are strictly enforced by the Texas Tech Police Department. Violators are subject to criminal prosecution, fines, and imprisonment. All students, faculty, residents, and staff of TTUHSC are prohibited from the unlawful possession, use, or distribution of alcohol and illicit drugs on any institutional property or at any of its activities.

TTUHSC prohibits the unlawful possession, use, distribution, dispensation, or manufacture of alcohol or illegal drugs on TTUHSC property unless specifically permitted by the TTUHSC Board of Regents and in accordance with law. The use, sale, purchase, transfer, theft, or possession of an illegal drug is a violation of law. Similarly, all individuals carrying out their responsibilities on a TTUHSC campus under the influence of illegal drugs or alcohol violate TTUHSC policy and are, therefore, subject to disciplinary action. TTUHSC will refer such illegal drug activities and use to law enforcement, licensing, and credentialing agencies when appropriate and as required by law. When appropriate, TTUHSC will encourage physicians, nurses, pharmacists, dentists, and other licensed healthcare professionals to self-report to the appropriate Texas licensing board and enroll in a rehabilitation and monitoring program.

Any individual aware of alcohol and/or other drug usage by another individual in the workplace is expected to report this information to their immediate supervisor or the Human Resources Department. This information will then be relayed to the individual's supervisor. The supervisor will be required to closely monitor the suspected individual's behavior and take appropriate actions when necessary. The supervisor is the attending faculty or the Program Director for residents and fellows. The attending faculty or Program Director must report alcohol and/or other drug usage to the Chair of the Department. Any individual taking prescribed medication should inquire as to whether the medication could impair their ability to safely perform their job functions. If the medication could have an impairing effect, the individual should notify his or her supervisor of the potential impairment and its expected duration. This requirement is intended to prevent individuals from endangering themselves or others.

Any criminal drug violation by an individual whose salary is funded through a federal grant or contract must be reported to the contractor or grantee in accordance with the 1988 Drug-Free Workplace Act. A report of conviction must be made in writing by an individual within five calendar days of the conviction to their respective Department Head, Chair, Dean, or Vice President. Failure of an individual to report a criminal drug conviction within five calendar days subjects the individual to a violation of this policy and disciplinary action up to and including termination. The appropriate administrator will notify the funding agency within ten days after receiving notice from the employee.

Any individual who is convicted, pleads guilty or nolo contendere, or otherwise violates this policy will be subject to disciplinary action up to and including termination. Any individual suspended or terminated due to alcohol and/or other drug usage in the workplace at TTUHSC must be disciplined in accordance with the applicable TTUHSC policies and procedures.

DISCIPLINARY SANCTIONS AND ACTIONS

TTUHSC strives to maintain a drug-free workplace through education, intervention, rehabilitation and disciplinary action. Individuals impaired by the use of alcohol and/or other drugs are potentially harmful to themselves, the University's mission, the treatment of patients, their job performance, and the well-being of co-workers, students and visitors. Individuals are expected and required to report for work and to perform assigned duties in a condition free from the effects of alcohol and/or other drugs.

The Student Handbook Code of Professional Conduct

As a comprehensive health sciences center, TTUHSC's mission is to enrich the lives of others by educating students to become collaborative healthcare professionals, providing excellent patient care, and advancing knowledge through innovative research. TTUHSC has a responsibility to maintain order within the university community and to discipline those who violate its standards, rules, and/or policies. Enrollment requires students to share this responsibility. Students agree to abide by the standards, rules and policies. Registered student organizations must also follow these standards, rules and policies.

Any student or student organization found to have committed the following misconduct is subject to disciplinary sanctions, conditions, and/or restrictions. Misconduct or prohibited behavior includes, but is not limited to:

1. Alcoholic Beverages
 - a. The use, possession, sale, delivery, or distribution of alcoholic beverages, except as expressly permitted by University policy or as allowed by laws of the State of Texas.
 - b. Being under the influence of alcohol and/or intoxication except as allowed by law.
2. Narcotics or Drugs
 - a. Use, possession, sale, delivery, or distribution of any narcotic, drug, or medicine prescribed to someone else, chemical compound or other controlled substance, or drug-related paraphernalia, except as expressly permitted by the laws of the State of Texas.
 - b. Being under the influence of narcotics or drugs, except as permitted by law.
 - c. The failure of a drug test, whether required by TTUHSC or any health care facility to which a student is assigned or has any type of patient care, contact, or responsibility.

HSC OP: 10.03, Alcohol and Illegal Drugs

The purpose of this policy is to ensure understanding and standardized procedures in compliance with the provisions of the Drug-Free Schools and Communities Act. Penalties for violation of this policy range from mandatory participation in TTUHSC approved drug and alcohol abuse counseling and rehabilitation programs to dismissal or termination from TTUHSC.

After consultation with appropriate personnel, supervisors may recommend an option of TTUHSC-approved drug counseling and rehabilitation in lieu of, or in addition to, the

specified sanctions in applicable TTUHSC policies. Each case will be determined individually.

In addition to any penalty resulting from violation of this policy, TTUHSC may also refer any evidence of illegal activities by any faculty, staff, resident, or student to the proper authorities for review and potential prosecution. Such referrals will be made through the Office of the President, Office of the General Counsel, Human Resources Office, Police Department, and/or the Office of the Dean within the appropriate school.

Procedures for addressing infractions include the following

1. Faculty. If the individual is a faculty member, his or her supervisor (usually the department chair) shall initially recommend to the Dean, and thereafter to the President, an appropriate sanction. When termination is recommended, the faculty member may appeal under HSC OP 60.01, Tenure and Promotion Policy.
2. Staff. If the individual is a staff member, procedures outlined in HSC OP 70.10, Non-Faculty Employee Complaint Procedures, HSC OP 70.39, Drug-Free Workplace Policy, and System Regulation 07.07 Employee Conduct, Coaching, Corrective Action, and Termination, shall be followed.
3. Resident. If the individual is a resident, the procedures to be followed are those specified in the TTUHSC School of Medicine GME House Staff Policies and Procedures.
4. Student. If the individual is a student, the procedures to be followed are those specified in the TTUHSC Student Handbook/Code of Professional & Academic Conduct of the institution and the school's handbook in which the student is enrolled. If the student in violation of this policy is also an employee of TTUHSC or TTU, sanctions may include termination of employment.

In any case, due process will be afforded, as may be provided under the applicable procedures cited in Section 3(c) above

HSC OP: 70.39, Drug-Free Workplace Policy

The purpose of this policy is to establish and maintain a drug-free workplace at TTUHSC, its regional campuses, and Health Care Systems operations. TTUHSC prohibits the unlawful possession, use, distribution, dispensation, or manufacture of alcohol or illegal drugs on TTUHSC property unless specifically permitted by the TTUHSC Board of Regents and in accordance with law. The use, sale, purchase, transfer, theft, or possession of an illegal drug is a violation of law. Similarly, all individuals carrying out their responsibilities on a TTUHSC campus under the influence of illegal drugs or alcohol violate TTUHSC policy and are, therefore, subject to disciplinary action. TTUHSC will refer such illegal drug activities and use to law enforcement, licensing, and credentialing agencies when appropriate and as required by law. When appropriate, TTUHSC will encourage physicians, nurses, pharmacists, dentists, and other licensed healthcare professionals to self-report to the appropriate Texas licensing board and enroll in a rehabilitation and monitoring program. Any individual who is convicted, pleads guilty or nolo contendere, or otherwise violates this policy will be subject to disciplinary action up to and including termination. Any individual suspended or terminated due to alcohol and/or other drug usage in the workplace at

TTUHSC must be disciplined in accordance with the applicable TTUHSC policies and procedures.

TTUHSC believes intervention is key to maintaining a safe and healthy workplace. Intervention can either be voluntary or mandatory. Voluntary intervention is an agreement by the individual to seek or enter a rehabilitation program for substance abuse treatment. Mandatory intervention occurs when there is reasonable evidence to indicate impairment or diversion of controlled substances in the workplace. The individual under suspicion may be asked to submit to a “for cause” screen. If the individual refuses, the individual will be subject to disciplinary action up to and including termination.

Voluntary Intervention

TTUHSC encourages individuals having a substance abuse problem to obtain appropriate rehabilitation services to ensure TTUHSC is drug-free. Certain rehabilitation services are available at TTUHSC. These rehabilitation services include the Employee Assistance Program (EAP) and the Southwest Institute for Addictive Disease. Additionally, individuals can seek outside professional rehabilitation services and should refer to their health insurance carrier for approved sites.

For employees, outside rehabilitation programs must also be approved by an EAP therapist and/or the EAP Director to ensure the program meets appropriate treatment guidelines. If an individual’s job performance is satisfactory, their position may not be jeopardized if they seek assistance with an approved program prior to any violation of policy or law and disciplinary action. All requests and/or actions are strictly confidential to the extent possible.

1. The following provisions apply to any individual who is confronted at the workplace at TTUHSC and voluntarily admits to having a chemical dependency problem. Supervisors are reminded to inquire whether the individual in question could be taking prescribed medication, which could impair one’s ability to safely perform the individual’s job functions.
 - a. The Human Resources Managing Director for that campus or Managed Care unit will be notified, and the next steps will be determined.
 - b. For residents and sub-specialty fellows, the Departmental Chair must be informed, and the Director of the appropriate residency program will also be notified.
 - c. The individual will be removed from the work area.
 - d. The individual must attend a rehabilitation program. An EAP therapist and/or the EAP Director must approve outside rehabilitation programs to ensure the program meets appropriate treatment guidelines.
 - e. TTUHSC does not assume financial responsibility for the payment of rehabilitation services. The individual is responsible for payment for participation in a rehabilitation program.
 - f. The individual must notify the Director of the EAP of the rehabilitation program in which the person is enrolled. The Director of the EAP may periodically verify enrollment.
 - g. When appropriate, the EAP will recommend to licensed healthcare professionals that the individual self-report to the appropriate licensing board.

2. Any individual who voluntarily participates in a rehabilitation program must comply with the treatment and rehabilitation requirements below.
 - a. The individual is responsible for paying for participation in a rehabilitation program. TTUHSC does not assume such responsibility.
 - b. The individual must satisfactorily participate in a rehabilitation program.
 - c. The Employee Assistance Program will help monitor the individual to ensure rehabilitation requirements are satisfactorily met.
 - d. TTUHSC reserves the right to periodically perform unannounced “for cause” screening of individuals participating in a local drug rehabilitation program. Such testing may include but is not limited to, breath-alcohol screening, blood-alcohol testing, bodily fluids analysis, hair follicle analysis, and urinalysis.
 - e. The individual must remain substance-free after completing a rehabilitation program. The individual will be subject to unannounced “for cause” screening for a minimum of two years following the completion of a chemical dependency rehabilitation program. The appropriate Dean, Vice President, or the President may extend the period for greater than two years for just cause. The decision to extend the unannounced “for cause” screening beyond two years must be communicated in writing to the individual and the AVP for Human Resources. Failure to comply with these requirements will result in disciplinary action up to and including termination.
 - f. Sick and annual leave may be granted following TTUHSC policy to participate in public or private treatment programs. For additional information, refer to HSC OP 70.01, Leaves of Absence.
 - g. Any individual who admits to having a substance abuse problem and elects not to enroll in a rehabilitation program will be subject to disciplinary action up to and including termination.

Mandatory Intervention

Should an individual demonstrate impairment on the job, or if there is evidence that an individual may be impaired, the observer of such an incident should immediately notify the individual’s supervisor and/or a Human Resources representative at that campus location. The supervisor should also be notified when there is evidence of an occurrence of a diversion. The supervisor and at least one other individual should witness and document the individual’s behavior.

1. The supervisor must contact the Texas Tech Police or other appropriate law enforcement authority for that campus upon suspicion of a drug diversion.
2. Supervisors must confront an individual who appears to be in an impaired condition on the job. Supervisors are reminded to inquire whether the individual in question could be taking prescribed medication, which could impair the individual’s ability to safely perform their job functions. Supervisors should also confront any individual upon the occurrence of a diversion. An individual may be asked by the supervisor to voluntarily submit to a “for cause” screen to determine whether the individual is under the influence of alcohol or drugs. These types of tests include but are not limited to, breath-alcohol screening, blood-alcohol testing, bodily fluids analysis, hair follicle analysis, and urinalysis. The following behaviors can be used as the basis of a “for cause” screen:

- a. Observable phenomena, such as direct observation of alcohol or illegal drug use or possession;
- b. Excessive tardiness or absenteeism;
- c. Performance deviations;
- d. Scent of alcohol, regardless of the source of odor;
- e. Physical symptoms of being under the influence of alcohol and/or other drugs, i.e., glazed expressions, dilated pupils, red eyes, or nosebleeds;
- f. A pattern of abnormal, erratic, or unusual behavior during working hours;
- g. Information provided either by reliable and credible sources or independently corroborated, which suggests on-duty impairment from alcohol and/or other drugs;
- h. Evidence indicating that the individual tampered with a previous drug or alcohol test; or
- i. Evidence indicating that a diversion of controlled substances may have occurred.

During regular working hours (8:00 a.m. - 5:00 p.m. Monday - Friday), the supervisor must notify the HR Managing Director for that campus or Managed Care unit that the individual will be tested for alcohol and/or other drugs prior to testing. Coordination for approved testing locations may require coordination with Risk Management to ensure a proper testing facility is selected.

For residents and fellows, the Program Director or the highest-ranking Departmental faculty person will be notified before or immediately after the testing location has been notified. The Program Director will be notified as soon as possible. After regular working hours and on weekends or holidays, the Program Director will be notified as soon as possible.

After an individual is confronted regarding either appearing to be under the influence of alcohol and/or other drugs or is observed consuming alcohol and/or other drugs at the workplace at TTUHSC, the person can either refuse or voluntarily submit to a “for cause” screening. The individual will be asked to complete a release form (Attachment A), thereby agreeing to submit to a voluntary drug screen. If the individual refuses to submit to a “for cause” screening, the employee will be subject to disciplinary action up to and including termination.

Once a “for cause” screening is complete, arrangements should be made for the individual to get home safely. Under no circumstances should the individual be returned to work. The individual should not be allowed to operate a motor vehicle. Therefore, the supervisor may arrange for the individual’s family to provide transportation, call a taxi, or have Texas Tech Police assist. If an individual becomes unruly or leaves the location before transportation arrangements are made, Texas Tech Police should be immediately notified. Additionally, supervisors at off-campus sites should also seek assistance in dealing with an individual who becomes unruly or leaves the location before transportation arrangements are made. This includes contacting the police, if necessary. Note: Only law enforcement personnel are authorized to detain a suspect. Appropriate disciplinary actions will be taken once the individual returns to work.

If an individual voluntarily submits to a drug or alcohol test and the test results are positive, the following actions, including but not limited to, will be taken:

- The individual and supervisor will be notified of the test results.
- For residents and fellows, the Program Director will also be notified of the test results.
- The supervisor shall contact the Associate Vice President of Human Resources or the local HR campus leadership with the results no later than 24 hours after receipt, excluding weekends.
- If the test is positive, the supervisor should inform the individual that the employee has the right to voluntarily seek professional help.
- If the individual refuses to enroll in the rehabilitation services offered at TTUHSC or an outside agency, the individual will be subject to disciplinary action up to and including termination.
- Positive drug or alcohol test results of an individual who holds any professional license will be reported to the appropriate professional board, including current status and disposition, i.e., whether or not the individual has entered a rehabilitation program.

Costs associated with an initial “for cause” screen will be the responsibility of TTUHSC. However, costs incurred for any subsequent tests will be the responsibility of the individual being tested.

The individual has the right to request that the retained portion of a confirmed positive sample be re-tested only if a portion is suitable for re-testing. A written request for re-testing must be provided to the supervisor within three days. The requesting individual must pay for the re-test up front, which must be performed at a certified lab approved by TTUHSC. If the retained portion of a confirmed positive sample returns negative, the individual may be reimbursed. During the re-testing period, the individual’s employment status will not change.

The supervisor will determine if or when the individual can return to work. Supervisors shall consult with the Managing Director of Human Resources for that campus or Managed Care unit to determine if or when the employee can return to work and their pay status during the suspension or leave from the workplace.

For faculty, the Dean of the faculty member’s school should be consulted along with the Managing Director of Human Resources for that campus to recommend the faculty’s pay status during any suspension or leave from the workplace.

For residents and fellows, the Program Director will be responsible for determining if or when the individual can return to work and may recommend the pay status during any suspension or leave from the workplace. Any leave of absence must comply with TTUHSC policies and procedures.

A post-accident drug screen will be required when an employee caused, or may have been involved in causing, an on-the-job accident or safety-related incident resulting in the following:

- Lost time from work;
- Serious injury to self or others requiring medical attention;

- Fatality;
- Significant damage to property;
- The hospitalization of one or more persons;
- If the supervisor suspects the individual may be under the influence of drugs or alcohol.

An individual asked to submit to a “for cause” or post-accident screen will be immediately removed from the workplace until the screen results are available. Once screen results are available, the supervisor will notify the individual within 24 hours of the results and pending actions, if any. Leave status will be in accordance with TTUHSC policies and procedures. Any leave of absence must comply with TTUHSC policies and procedures and must be approved by the AVP HR or designee or other person as indicated, i.e., Program Director, Dean, etc. If an individual is removed from the workplace on a leave without pay status and the screen results are negative, the individual will be paid retroactively. If the screen results return positive, the individual will not be paid for the period. The individual’s supervisor is responsible for ensuring that the individual’s leave without pay status is reported in a timely manner on the appropriate form through the administrative chain to the Payroll Office.

If the screen is negative, the individual may be reinstated within 24 hours to the current job at the discretion of the supervisor or Dean/Vice President. The supervisor should seek counsel and advice from the AVP HR or designee.

If the screen is positive, the individual will be subject to disciplinary action up to and including termination. (Refer to HSC OP 70.31, Employee Conduct, Coaching, Corrective Action, and Separation from Employment; or HSC OP 60.03, Performance Evaluation and Dismissal Procedures for Tenured and Non-Tenured Faculty Policy).

SON OP: 60.1115, Student Drug Testing

TTUHSC School of Nursing is committed to providing a safe academic environment for all employees, students and those who we serve. In order to uphold the highest standards of the nursing profession, students must remain free from the use of illicit drugs, alcohol or other drugs with the potential for impairing clinical judgment and performance. All students enrolled at the TTUHSC School of Nursing and who participate in clinical and/or research activities must complete a mandatory drug screening test. Clinical rotations are an essential element in certain degree programs’ curricula. Students who cannot participate in clinical rotations due to a positive drug screening may be unable to fulfill the requirements of a degree program.

1. The use of illicit drugs, alcohol or other substances with the potential for impairing clinical judgment and performance by students is prohibited. Failure to comply with this policy will subject the student to disciplinary action up to and including academic dismissal from the School of Nursing.
2. Drug screens will be conducted prior to placement in all clinical settings, as well as at random times and/or for cause during a student’s time with the School of Nursing. Students sign the Drug Testing Consent Form (Attachment A). Health care facilities affiliated with the School of Nursing require that students have a negative drug screen prior to beginning clinical experience in their facility, to ensure

a climate of safety for their patients, families, and staff. Therefore, students passing a drug screen prior to engaging in clinical courses is a requirement of the clinical facility and the School of Nursing.

3. Substances tested for include but are not limited to the drugs listed in the definitions section. Testing for other substances may also be required by a health care facility at which the student is assigned for a clinical rotation.
4. A student's drug screen is not considered positive until a Medical Review Officer (MRO) has determined that the results are not due to legally prescribed and appropriately taken prescription medications and the student has been offered the opportunity to have their original sample retested at the student's expense.
5. All mandatory requests for drug screening will be sent to the student from the designated School of Nursing staff member. Students have a period of three days from the date of receipt to complete the screening; unless otherwise noted from nursing administration, i.e., Associate Dean/Department Chair.
6. A negative ("clear") test is required for continuation in the program. Retesting may be required if a facility requires a more recent test result than is provided by School of Nursing policy.

Consequences:

- Negative Test Result: If the drug test is negative, the student will be allowed to participate in clinical and other educational activities on campus.
- Positive Test Result: A student who has a positive drug screen will be prohibited from attending clinical assignments and on campus activities as determined by the Assistant Dean for Admissions and Enrollment in consultation with the Associate Dean/Department Chair. Subsequent to due process and failure to be placed in the clinical setting, the student may be administratively withdrawn from all clinical coursework and may be subject to discipline up to and including dismissal from the School of Nursing.
- Dilute Test Results: A dilute test result will require further testing. If a student received a second negative dilute test result, a third test will be required at the student's expense. If a student received a third negative dilute result, the student will be treated as if the result is positive.
- Refusal to Test: If a student fails to produce the requested sample by the date and designated time, the student will be treated as if the test result was positive.

The student with a positive drug test will be suspended from enrollment in all clinical coursework for a period of time as determined by the Associate Dean/Department Chair and the Assistant Dean for Admissions and Enrollment; up to a period of one calendar year. In order to be reinstated to clinical coursework, the student must submit a letter requesting re-enrollment. Re-enrollment, if approved by the programmatic faculty, may include additional stipulations, such as:

- Student being required to submit for a blood screen prior to re-admission.
- Student being placed on probation during the remainder of time in the program.
- Consent to random drug screens as ordered by the Assistant Dean for Admissions and Enrollment at the expense of the student;

- Mandatory counseling through the Program of Assistance for students enrolled at TTUHSC or other licensed counselor upon approval by the Assistant Dean for Admissions and Enrollment.

Repeated failure of a drug screen at any point after re-admission following the initial positive drug screen may result in immediate dismissal from the program.

SOP OP: 77.P.44, Student Drug Screening Policy

TTUHSC School of Pharmacy is committed to providing a safe academic environment for all employees, students and those who we serve. In order to uphold the highest standards of the pharmacy profession, students must remain free from the use of illicit drugs, alcohol or other drugs with the potential for impairing clinical judgment and performance. All students enrolled at TTUHSC School of Pharmacy and who participate in clinical and/or research activities must complete a mandatory drug screening. Clinical rotations are an essential element in certain degree programs' curricula. Students who cannot participate in clinical rotations due to a positive drug screening may be unable to fulfill the requirements of a degree program.

1. The use of illicit drugs, alcohol or other substances with the potential for impairing clinical judgment and performance by students is prohibited. Failure to comply with this policy will subject the student to disciplinary action up to and including academic dismissal from the School of Pharmacy.
2. Drug screens will be conducted prior to placement in all clinical settings, as well as at random times and/or for cause during a student's time with the School of Pharmacy. Students sign the Drug Testing Consent Form (Attachment A). Health care facilities affiliated with the School of Pharmacy require that students have a negative drug screen prior to beginning clinical experience in their facility, to ensure a climate of safety for their patients, families, and staff. Therefore, students passing a drug screen prior to engaging in clinical courses is a requirement of the clinical facility and the School of Pharmacy.
3. Substances tested for include but are not limited to the drugs listed above in the definitions section. Testing for other substances may also be required by a health care facility at which the student is assigned for a clinical rotation.
4. A student's drug screen is not considered positive until a Medical Review Officer (MRO) has determined that the results are not due to legally prescribed and appropriately taken prescription medications and the student has been offered the opportunity to have their original sample retested at the student's expense.
5. All mandatory requests for drug screening (prior to beginning clerkship experience, random screening, or under suspicion) will be sent to the student from the Office of Student Affairs. Students have a period of three days (within 72 hours) from the date of receipt to complete the screening; unless otherwise noted from the Associate Dean of Student Affairs and Admissions.
6. A negative ("clear") test is required for continuation in the program. Retesting may be required if a facility requires a more recent test result than is provided by School of Pharmacy policy.

Consequences:

- a. Negative Test Result: If the drug test is negative, the student will be allowed to participate in clinical and other educational activities on campus. If concern for substance abuse continues, despite a negative result, further drug testing may be required at the discretion of the Vice Chair of Experiential Programs and the Associate Dean of Student Affairs and Admissions.
- b. Positive Test Result: A student who has a positive drug screen will be prohibited from all patient care activities for a period of time up to one year as determined by the Vice Chair of Experiential Programs and the Associate Dean of Student Affairs and Admissions. This decision may be appealed, in which case the decision would be determined by the Deal of the TTUHSC SOP. Students with a positive screen will be subject to discipline up to and including dismissal from the TTUHSC SOP. In order to be reinstated to clinical casework, the student must submit a letter requesting re-enrollment. Re-enrollment, if approved by the programmatic faculty, may include additional stipulations, such as:
 - Student being required to submit for a blood and/or hair screen prior to re-admission.
 - Student being placed on probation during the remainder of the time in the program.
 - Consent to random observed drug screens as ordered by the Associate Dean of Student Affairs and Admissions at the expense of the student.
 - Mandatory counseling through the Program of Assistance for students enrolled at TTUHSC or other licensed counselor upon approval by the Associate Dean of Student Affairs and Admissions.
 - Reporting of substance use to appropriate entities if post-graduate monitoring is recommended.

Repeated failure of a drug screen at any point after re-admission following the initial positive drug screen may result in immediate dismissal from the program.

- c. Dilute Test Results: A dilute test result will require further testing. If a student received a second negative dilute test result, a third test will be required at the student's expense. If a student received a third negative dilute result, the student will be treated as if the result is positive.
- d. D. Refusal to Test: If a student fails to produce the requested sample by the date and time designated by the Office of Student Affairs, the student will be treated as if the test result was positive.

SHP OP: ST.21, Student Drug Testing Policy

The purpose of this Operating Policy/Procedure is to provide guidance and authority for the School of Health Professions (SHP) policy regarding drug testing. Clinical rotations are an essential element in certain degree programs' curricula. Students who cannot participate in clinical rotations due to an unacceptable drug screen/test result may be unable to fulfill the requirements of a degree program.

Responsibility of the Student

The student shall pay for the cost of any and all drug screen/tests required by a clinical site that is designated for student matriculation by TTUHSC. The student shall also be

responsible for the cost of any necessary re-test or subsequent tests at TTUHSC designated clinical site(s).

- The student shall schedule and complete the drug screen/test prior to the deadlines provided by the Program or clinical site and meet all required guidelines. Failure to complete the drug screen/test prior to the deadlines may result in an additional expense to the student, and/or delay in, or denial of, rotation in the clinical site and may delay graduation.
- The student shall use a drug screen/test vendor from the designated vendors provided to the student by the student's Program. Results from a vendor NOT designated by the
- Program will not be accepted and the student shall be required to have the drug screen/test(s) conducted by an approved vendor.
- The student shall be required to sign a valid consent form authorizing the drug screen/test vendor to release the student's test results to the TTUHSC.
- Students may be required to undergo drug screen/testing more than once, depending on the requirements of each and every clinical site in which the student is placed.

Student Refusal to Cooperate or Consent to Drug Screen/Test

- Any student who fails or refuses to consent to a drug screen/test required by a clinical site to which the student has been assigned by SHP shall be subject to disciplinary action in accordance with the TTUHSC Student Handbook/Code of Professional Conduct, the SHP's or program's written policies, and this policy.
- Failure of a student to cooperate with an investigation or report for or follow-through with specified rehabilitation steps shall be deemed to be misconduct under TTUHSC policies and may result in disciplinary action.

Drug Screen/Test Results

- Unsuitable Specimen. Should the vendor report that the screen/test specimen was unsuitable or insufficient, thereby precluding an accurate drug screen/test, the student will be required to complete and successfully pass a new drug screen/test at the student's expense.
- Acceptable Drug Screen/Test Results. SHP may release acceptable drug screen/test results to the student, and relevant clinical site, provided the student has signed the appropriate release form(Attachment A).
- Unacceptable Drug Screen/Test Results.
 1. An unacceptable drug screen/test is any instance in which a drug screen/test report shows a positive test for one or more of the drugs included in the drug panel required by the clinical site.
 2. Any student with an unacceptable drug screen/test report will not be placed in any clinical site pending review and outcome of appeal with the vendor, facility, or site.
 3. The student has the right to request an independent review of any unacceptable drug screen/test by an independent Medical Review Officer provided by the vendor. The student will be responsible for all costs related to any such review process.

4. Any appeal arising from an unacceptable drug screen/test is to be conducted only between the student, the Medical Review Officer, and the vendor. The SHP will not be involved in the appeal of a positive drug screen/test.
5. If, the Medical Review Officer finds no valid medical basis which would cause or contribute to the unacceptable drug screen/test, the test results will be finalized, and the student will be referred to the SHP's Office of Student Affairs for further review.
6. Any student referred to the SHP's Office of Student Affairs for an unacceptable drug screen/test will undergo a conduct review in accordance with this policy and the TTUHSC Student Handbook/Code of Professional Conduct. The student's matriculation may be impacted.

Diversion Program

TTUHSC considers an unacceptable drug screen/test result to be evidence of non-compliance with existing TTUHSC policies. Penalties for violation of these policies range from mandatory participation in TTUHSC-approved drug and alcohol abuse counseling and rehabilitation programs to dismissal from TTUHSC.

- After consultation with appropriate personnel, supervisors may recommend TTUHSC-approved drug counseling and rehabilitation in lieu of, or in addition to, the specified sanctions in applicable TTUHSC policies. Such recommendations will be determined on a case-by-case basis.
- In addition to any penalty resulting from violation of this policy, TTUHSC may also refer any evidence of illegal activities to the proper authorities for review and potential prosecution. Such referrals will be made through the Office of the President, Office of General Counsel, Human Resources Office, Police Department, and the Office of the Dean within the appropriate School.

Voluntary intervention is an agreement by the individual student to seek or enter a rehabilitation program for substance abuse treatment. Mandatory intervention occurs when there is reasonable evidence to indicate impairment.

The SHP Office of Student Affairs' review can recommend or require the student to participate in an intervention program. If the student refuses to participate in the intervention program, the student shall be subject to disciplinary action including dismissal from TTUHSC. Any student who elects to participate in a rehabilitation program required by the conduct review must comply with the treatment and rehabilitation requirements. Student will be required to sign a Release allowing the SHP Office of Student Affairs to receive confirmation from the rehabilitation program that the student participated and completed the rehabilitation program's treatment plan. The student shall be financially responsible for all rehabilitation treatment. TTUHSC encourages all individuals to seek help voluntarily and favors the earliest possible intervention. TTUHSC favors a treatment program that is separate from the disciplinary process and will make referral for treatment services available.

SOM OP: 40.07, Impaired Students

The purpose of this School of Medicine (SOM) Policy and Procedure is to identify and provide assistance, within ethical and legal parameters, for students who previously have been or are currently impaired.

Reporting and Referrals

If the Student Promotion and Professional Conduct Committee (SPPCC) submits a finding that a student is potentially impaired, the Assistant Dean for Student Affairs (or delegate) will contact the Committee for Health, Wellness, and Rehabilitation – Physician Rehabilitation Subcommittee (CHWR) and make a referral for evaluation. The Assistant Dean for Student Affairs (or delegate) will attend CHWR meetings as an Ex-Officio member, and will receive updates on referred students on at least a quarterly basis. Updates will include the student's compliance with CHWR recommendations, fitness for duty, and any additional information the student has authorized for disclosure. This information will then be brought back to the SPPCC on an as needed basis. Given that CHWR proceedings are confidential, they may request any information from the student's academic record they believe necessary to assist the student. However, only the above information will be shared by the CHWR to the SPPCC.

Student Failure to Comply with CHWR Recommendations:

- Students who fail to comply with CHWR recommendations will be referred to the SPPCC for review of their academic record.
- Students who fail to comply with the CHWR recommendations will be referred to the Student Conduct Administrator for a discussion, to determine if any portion of the Student Code of Conduct has been violated, and for appropriate referral.

Students deemed unfit for duty by the CHWR:

- Students who are deemed unfit for duty by the CHWR will be referred back to the SPPCC. The SPPCC will then consider that student's standing with the SOM.
- The CHWR will provide the SPPCC with documentation, from a qualified health care provider, that attests to the reasons why the student should be denied entry into the practice of medicine. This document will then become part of the student's permanent academic file.

Students discharged by the CHWR in good standing:

- If the CHWR does not find the student to be impaired, they will discharge that student from monitoring. This discharge will be communicated to the Assistant Dean for Student Affairs (or delegate), who will update the SPPCC. The SPPCC will then review the student's academic record and standing with the SOM.
- In cases where a student has satisfied all CHWR requirements and does not require additional monitoring, they will be discharged from the CHWR. This discharge will be communicated to the Assistant Dean for Student Affairs (or delegate), who will update the SPPCC. The SPPCC will then review the student's academic record and standing with the SOM.

Students separating from the institution while under CHWR monitoring:

- **Graduating Students:** The Assistant Dean for Student Affairs (or delegate) will obtain an update from the CHWR prior to graduation to ensure that the student is in good standing. This information will then be communicated to the chair of the SPPCC.
- **Students Taking Administrative Leave:** The Assistant Dean for Student Affairs (or delegate) will inform the CHWR of the student's approved leave of absence, and will inform the committee when they return to the curriculum.

- Students taking Medical Leave: The Assistant Dean for Student Affairs (or delegate) will inform the CHWR of the student's approved leave of absence, and will inform the committee when they return to the curriculum.
- Students discharged (i.e., dismissed or expelled) from the SOM: The Assistant Dean for Student Affairs (or delegate) will inform the CHWR of the student's discharge from the SOM. The CHWR may then provide information to be included in the student's permanent record.

SOM OP: 20.12, Health, Wellness and Rehabilitation of Faculty, Physicians in Training (Fellows and Residents), and Students

The purpose of this School of Medicine (SOM) policy and procedures is to provide guidance and authority for the provision of health and wellness of faculty, residents, fellows, and students, and to administer programs to address impairments.

Physician Rehabilitation Subcommittee

The School of Medicine recognizes that physician faculty, residents, fellows, and students may experience impairments that negatively impact their health and their ability to function effectively. Additionally, the medical staff realizes that an impaired physician, resident, fellow or student can prevent the University from meeting its commitment to provide high quality patient care in a safe environment. Such impairments may include impairment by substance use or misuse or impairment from other neuropsychiatric illnesses or medical reasons. TTUHSC regards the misuse of drugs or alcohol by a physician, resident, fellow or student as conduct subject to disciplinary action, which may include the immediate suspension of all or any portion of the clinical privileges granted to a member of the medical staff, and discipline, up to and including termination under the applicable discipline policies of TTUHSC. The school also recognizes that careful monitoring of those with impairments, development and monitoring of rehabilitation programs and documentation of successful rehabilitation activities are critical for directing those with impairments to productive futures.

Authority

The SOM has the authority to ensure that physician faculty (employed, appointed, affiliated or under contract), residents, fellows and students are fit for duty. If necessary, incidents of impairment may be reported to the appropriate authority (e.g., SOM Department Chair, SOM Administration, Designated Institutional Officer, Program Director, Texas Medical Board, etc.).

TTUHSC's authority over physicians that are employed, appointed, affiliated, or under contract with TTUHSC extends to termination of relationship, as well as to the appointment and retention of faculty status and clinical privileges at TTUHSC.

TTUHSC's authority over house staff or students extends to restricting residents', fellows' and students' access to patients and, if necessary, discharging residents, fellows and students from the training program, and reporting the individual to the TMB for endangering the lives of patients and posing a continuing threat to the public welfare.

Other action may include reporting the restriction and the reasons for it to the Graduate Medical Education office or Student Affairs office at each campus. The resident, fellow or student may be prohibited from participating in any clinical activities at TTUHSC if found to be impaired and not already subject to an ongoing monitored rehabilitation program.

Referrals for Rehabilitation

Self-referral. A self-referral can be made to any member of the Rehabilitation Subcommittee through the SOM Health, Wellness and Rehabilitation website. The physician, house staff or student are also encouraged to self-report and shall have an opportunity to voluntarily relinquish duties and privileges that cannot safely be performed and cooperate in the development of activity restrictions which may be imposed. This policy does not preclude a physician, house staff or student from self-reporting to Texas Medical Board (TMB) to obtain a protective Board order, or obtaining support through the TTUHSC Employee Assistance Program (EAP) services.

Reporting Requirements. It is the responsibility of all TTUHSC employees, students or other persons to contemporaneously report observations of impairment. Reports may be submitted to one or more of the following:

- Immediate supervisor of the faculty, resident or fellow or student;
- Immediate supervisor of the work area where the faculty, resident or fellow or student, is providing health care services;
- Chair or member of the CHWR or a Rehabilitation Subcommittee (these names will be listed on the committee website)
- Any administrator with responsibility for faculty, resident or fellow or student wellness and health or the integrity of the work or learning environment

Referral by committee. It is possible that a potential impairment may be uncovered in the course of deliberations by a committee. In these instances, the committee may refer the individual to a rehabilitation subcommittee and place expectations for completion of rehabilitation activities as determined by the rehabilitation subcommittee.

Referral for monitoring due to prior record of impairment. Students with a prior history of impairment (such as DUI, PI, etc.) will be referred to a rehabilitation subcommittee upon matriculation.

Testing Guidelines

Testing for drugs and alcohol.

Any physician, house staff or student being evaluated for a reported condition or impairment may be asked to undergo voluntary laboratory testing for the presence of illegal drugs or alcohol in body fluids or breath as a part of the medical evaluation for fitness for duty.

If the physician, house staff or student refuses testing, this information will be communicated immediately to the Associate Dean – Clinical Practice, Regional Dean or the Medical Director – Correctional Managed Health Care. **NOTICE:** Although testing for alcohol or drugs is voluntary, refusal of recommended testing may result in severe disciplinary measures including suspension from duties pending evaluation and investigation of the conduct of comprising the report of symptoms of impairment.

To the extent feasible, requests for laboratory tests shall be sent to a laboratory independent of TTUHSC and affiliated hospitals. A National Institute of Drug Abuse (NIDA) approved laboratory may be considered.

A screening test positive: for chemical substances will be confirmed by the best currently available laboratory techniques. If the individual disputes the accuracy of a positive confirmatory test, the confirmatory test on a different aliquot of the same sample will be repeated in a qualified laboratory, which may be chosen by the individual with observation of proper chain of custody procedures. If the test result is not disputed or if the additional confirmatory test is positive, the result will be taken as definitive evidence of chemical substance misuse in the case of illegal chemical substance. The entirety of the available evidence will be used to determine the presence or absence of chemical substance misuse if the substance involved is one for which a bona fide medical indication exists.

The cost of chemical substance testing undertaken in the course of investigation for substance use disorder and/or impairment will be borne by TTUHSC.

The cost of chemical substance testing performed as part of a treatment program, including maintenance monitoring, will be considered to be part of the cost of the program and will be the responsibility of the affected individual.

Testing for other than drugs or alcohol.

Any physician, house staff or student being evaluated for a reported condition of impairment other than from chemical or substance use disorder may be asked to undergo physical or psychiatric evaluation as a part of the medical evaluation for fitness for duty.

If the physician or house staff refuses testing, this information will be communicated immediately to the Associate Dean - Clinical Practice, Assistant Dean – Student Affairs, Regional Deans or the Medical Director – Correctional Managed Health Care.

The testing required will be specifically tailored to each case, and the information sought will be specified.

The cost of such testing undertaken in the course of investigation for other than substance or chemical use disorder or impairment will be borne by TTUHSC.

The cost of future testing or treatment involved with the rehabilitation of an impaired physician will be borne by the affected individual.

Failure to Cooperate or Report

Failure of a physician, house staff or student to cooperate with an investigation or report for or follow-through with specified rehabilitation steps shall be deemed to be misconduct under TTUHSC policies and may result in disciplinary action without regard to results obtained from investigation under this policy.

LEGAL SANCTIONS

Local, State and Federal laws also prohibit the unlawful possession, use or distribution and sale of alcohol and illicit drugs. Criminal penalties for violation of such laws range from fines up to \$250,000 to imprisonment for terms up to and including life.

Local Laws Regulating Alcohol and Drug Use

City of Lubbock Ordinance, Section 14.01.008, makes it illegal to consume or possess in a public place an alcoholic beverage at any time on Sunday between the hours of 2:15 a.m. and 12:00 noon and on all other days, any time between 2:15 a.m. and 7:00 a.m. This does not apply to a private club. A violation of any provision of this section by any person shall be deemed a misdemeanor, and, upon conviction thereof, punishment shall be a fine not to exceed the maximum imposed by the Alcoholic Beverage Code or any amendments thereto, which maximum fine is now \$50.

Texas Laws Regulating Alcohol and Drug Use

The Implied Consent Law in Texas—In Texas, any person who receives a driver’s license automatically consents to a chemical test of their blood, breath, or urine to determine blood alcohol content or the presence of drugs. If an individual refuses such a test his/her driver’s license will be confiscated, where after the individual will be issued a temporary driver’s license until a court hearing is held. During the hearing, and if applicable, one’s test refusal will be used against him/her, and the court may rule to suspend the individual’s driver’s license.

- The legal age in Texas for the purchase or consumption of alcoholic beverages is 21.
- The legal limit for intoxication in Texas is a 0.08 Blood Alcohol Concentration (BAC).
- It is illegal to furnish or serve alcoholic beverages to any person under the age of 21.

Texas sanctions include those referenced in Health and Safety Code, §§481.115-122. Sanctions for illegal use or possession of alcohol are found in the Texas Alcohol Beverage Code and the Texas Penal Code, Chapter 49. Furthermore, the abuse of a controlled substance or alcohol, which results in impaired behavior, can result in charges of:

1. Driving while intoxicated;
2. Public intoxication; and/or
3. Disorderly conduct.

Driving While Intoxicated: In Texas, a conviction for Driving While Intoxicated can have three potential punishments:

DWI	Driver’s License Suspended	Fine	Jail Time	Annual Fee to Maintain a License for 3 years
First Offense	Up to 1 year	Up to \$2,000	3 days to 180 days	\$1,000 - \$2,000

Second Offense	Up to 2 years	Up to \$4,000	1 month to 1 year	\$1,000 - \$2,000
Third Offense	Up to 2 years	Up to \$10,000	2 to 10 years in state penitentiary	\$1,000 - \$2,000

Public Intoxication: A person commits Public Intoxication if the individual appears in a public place while intoxicated to the degree that the person may endanger the person or another.

Public Intoxication Punishment for Those 21 Years of Age or Older:

Texas Penal Code Section 49.02 (c) provides that public intoxication in Texas is a Class C Misdemeanor. Class C Misdemeanors in Texas are punishable by a fine not to exceed \$500.00. However, having two prior public intoxication convictions makes the third public intoxication enhanceable to a Class B Misdemeanor, which carries potential jail time of up to 180 days and a fine up to \$2,000. A conviction for public intoxication may appear on a criminal background record, which may impact one's eligibility for admission to an educational program or being hired for a job.

Public Intoxication Punishment for Those Under 21 Years of Age:

1. If a minor has two previous convictions for public intoxication, a third conviction can be enhanced to a Class B Misdemeanor, which carries potential jail time of up to 180 days and a fine up to \$2,000.
2. A first-time conviction for public intoxication can result in the suspension of a minor's driver's license, driver's learning permit, or the denial of the issuance of a driver's license or learning permit.
3. A minor convicted for a first-time public intoxication faces a fine between \$250 and \$2,000.
4. A minor faces mandatory community service and an alcohol education course or program.

Disorderly Conduct: Under Texas disorderly conduct laws, the charge can be levied against an individual who does any of the following in a public place:

1. Makes an offensive gesture likely to start an altercation.
2. Makes a "noxious and unreasonable odor" with the use of chemicals.
3. Uses "abusive, indecent, profane, or vulgar language," i.e., words likely to cause an altercation.
4. Makes unreasonable noise in public or near a private residence (not one's own).
5. Fights with another person.
6. Abuses or threatens another.
7. Displays or fires a gun with the intent of scaring others.
8. Exposes one's genitals or anus with disregard to others.
9. Peeps into homes, hotel rooms, or other private areas.

In general, if convicted, an individual could face a \$500 fine for a disorderly conduct charge. However, if the offense involves a firearm or other deadly weapon, the penalty is increased to up to 180 days in jail and fines reaching \$2,000.

Texas Drug Law

The penalties for Possession of a Controlled Substance are set out in the Texas Health and Safety Code and vary based on the type and amount of the controlled substance. The Texas Health and Safety Code classifies controlled substances into five penalty groups:

1	Cocaine, Heroin, Methamphetamine, Codeine, Oxycodone, Hydrocodone, Rohypnol and GHB
1A	LSD
2	Ecstasy, Amphetamines, Mushrooms, PCP and Mescaline
3	Valium, Xanax and Ritalin
4	Compounds containing Dionine, Motofen, Buprenorphine or Pryovalerone

Penalty Group 1		
Weight	Charge	Range of Punishment
Less than one gram	State jail Felony	180 days to 2 years in state jail and a fine not to exceed \$10,000
1 gram or more, but less than 4 grams	Third-degree Felony	2 to 10 years in a state prison and a fine not to exceed \$10,000
4 grams or more, but less than 200 grams	Second-degree Felony	2 to 20 years in a state prison and a fine not to exceed \$10,000
200 grams or more, but less than 400 grams	First-degree Felony	5 to 99 years or life in a state prison and a fine not to exceed \$10,000
400 grams or more	Enhanced First-degree Felony	10 to 99 years or life in a state prison and a fine up to \$100,000

Penalty Group 1A		
Units	Charge	Range of Punishment
Fewer than 20 units	State jail Felony	180 days to 2 years in state jail and a fine not to exceed \$10,000
20 units or more, but less than 80 units	Third-degree Felony	2 to 10 years in a state prison and a fine not to exceed \$10,000
80 units or more, but less than 4,000 units	Second-degree Felony	2 to 20 years in a state prison and a fine not to exceed \$10,000
4,000 units or more, but less than 8,000 units	First-degree Felony	5 to 99 years or life in a state prison and a fine not to exceed \$10,000

8,000 units or more	Enhanced First-degree Felony	15 to 99 years or life in a state prison and a fine up to \$250,000
---------------------	------------------------------	---

Penalty Group 2		
Weight	Charge	Range of Punishment
Less than one gram	State jail Felony	180 days to 2 years in state jail and a fine not to exceed \$10,000
More than 1 gram, but less than 4 grams	Third-degree Felony	2 to 10 years in a state prison and a fine not to exceed \$10,000
More than 4 grams, but less 400 grams	Second-degree Felony	2 to 20 years in a state prison and a fine not to exceed \$10,000
400 grams or more	Enhanced First-degree Felony	5 to 99 years or life in a state prison and a fine not to exceed \$50,000

Penalty Group 3		
Weight	Charge	Range of Punishment
Less than 28 grams	Class A Misdemeanor	Up to 1 year in county jail and a fine not to exceed \$4,000
28 grams or more, but less than 200 grams	Third-degree Felony	2 to 10 years in a state prison and a fine not to exceed \$10,000
200 grams or more, but less than 400 grams	Second-degree Felony	2 to 20 years in a state prison and a fine not to exceed \$10,000
400 grams or more	Enhanced First-degree Felony	5 to 99 years or life in a state prison and a fine not to exceed \$50,000

Penalty Group 4		
Weight	Charge	Range of Punishment
Less than 28 grams	Class B Misdemeanor	Up to 180 days in county jail and a fine not to exceed \$2,000
28 grams or more, but less than 200 grams	Third-degree Felony	2 to 10 years in a state prison and a fine not to exceed \$10,000
200 grams or more, but less than 400 grams	Second-degree Felony	2 to 20 years in a state prison and a fine not to exceed \$10,000
400 grams or more	Enhanced First-degree Felony	5 to 99 years or life in a state prison and a fine not to exceed \$50,000

Additional penalties may include the suspension of one's driver's license or the possibility of seizure and forfeiture of any property if the property was used or was going to be used in the commission of a drug crime.

Federal Laws Regulating Alcohol and Drug Use

These sanctions are based on federal requirements in 21 U.S.C. §§841, 844, 844a & 859. Federal regulations prohibit possession and distribution of alcohol and illegal drugs and provide for penalties of imprisonment and fines. Specific language of the regulations can be obtained from the Human Resources Office, the GME Office, or the Office of HSC Student Affairs during regular office hours.

Possession of drugs (including marijuana)

- Minimum: A fine of not less than \$1,000 and/or imprisonment for up to one year
- Maximum: A fine of not less than \$5,000 plus costs of investigation and prosecution, and imprisonment for not more than three years

Manufacture, distribution, or dispensing of drugs (including marijuana)

- Minimum: A fine of \$250,000 and/or imprisonment for up to five years
- Maximum: A fine not to exceed \$20,000,000 for an individual (or \$75,000,000 if other than an individual) and imprisonment for life without release (no eligibility for parole)

Distribution of drugs to a person under 21 years of age

- Minimum: Double the federal penalty for distribution of drugs
- Maximum: Triple the federal penalty for distribution of drugs



TTUHSC DRUG & ALCOHOL ABUSE PREVENTION PROGRAM

DRUG & ALCOHOL ABUSE PREVENTION PROGRAM GOALS
PROGRAMS ADDRESSING DRUG & ALCOHOL ABUSE
DRUG & ALCOHOL ABUSE PREVENTION EDUCATION &
OUTREACH

DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM GOALS

Texas Tech University Health Sciences Center is committed to the health and safety of its students and employees. To maintain an effective Drug and Alcohol Abuse Prevention Program, TTUHSC continues to:

- Increase employees' and students' awareness of Drug and Alcohol Abuse Prevention Programs;
- Increase and improve Drug and Alcohol Abuse Prevention related education and training;
- Develop and implement strong and effective policies;
- Provide various resources and assistance programs to employees and students;
- Create a climate that discourages drug and alcohol use;
- Measure awareness and effectiveness of TTUHSC's Drug and Alcohol Abuse Prevention Program continually.

PROGRAMS ADDRESSING DRUG AND ALCOHOL ABUSE

The TTUHSC President, faculty, staff and students provide input in campus programs directed at alcohol and other substance abuse. A wide range of expertise can be found on the campus in health care professionals, health care educators, licensed counselors, security personnel, students, administrative personnel, and other leaders.

Employee Assistance Program: The Employee Assistance Program (EAP) provides a staff of trained professionals that are committed to providing quality counseling and assistance for individuals, couples, families, and work groups. Confidential counseling sessions are available at no cost to the individual and there is a 24-hour crisis helpline.

Program of Assistance for Students: TTUHSC provides the Program of Assistance for Students (PAS) as a resource to promote health and wellness in personal and academic life. PAS counselors are trained in addressing all types of problems including alcohol and drug abuse. Telehealth services are also available for distance and online students who are located outside of the Lubbock area or any of the provider cities.

TAO-Therapy Assistance Online Self-help: TAO is an interactive, web-based program that provides guided activities to help overcome anxiety, depression and other common concerns. TAO allows students to get therapy anytime, anywhere on their mobile devices.

Counseling Services: If students don't want to participate in the Program of Assistance for Students for counseling services, various counseling programs are offered to TTUHSC students on all campuses.

Well Beyond Initiative: The Well Beyond Initiative is part of the TTUHSC Quality Enhancement Plan for promoting the well-being of all TTUHSC students. TTUHSC seeks to produce knowledgeable healthcare professionals who prioritize self-care and seek to achieve healthy balances across multiple dimensions of their lives. This site focuses on emotional well-being and provides easy-to-use self-care practices. TTUHSC students across all schools and campuses are required to complete an online course with 7 modules, as well as participate in Emotional Intelligence instruction in selected

courses. Additionally, educational programming events are offered quarterly as another means of addressing student wellness and mental health.

Tranquility Room (Lubbock, Amarillo, Dallas & Odessa Campuses): The purpose of the tranquility room is to promote a more holistic wellness environment for everyone at TTUHSC, and it allows a space for meditation and reflection to decompress. This tranquility room will have positive impact on students' mental health and wellness.

Fitness Programs: Various recreation and fitness programs are offered on different campuses. These fitness programs provide students an opportunity for recreation and fitness as an alternative to alcohol or drugs.

- Abilene Campus: Hendrick Health Club
- Amarillo Campus: Golds Gym
- Odessa Campus: Mission Fitness Gym
- Midland Campus: Planet Fitness
- Lubbock Campus: The TTU Student Recreation Center is one of the largest campus recreation facilities in the United States. There are 242,000 square feet of activity space in the Recreation Center and seven courts to accommodate basketball, volleyball and badminton. The Rec Center offers students, faculty, and staff of Texas Tech an outstanding opportunity to participate in almost any indoor recreational activity imaginable.

Smoke Free Campus: TTUHSC prohibits tobacco use in a TTUHSC facility or anywhere on the grounds of any TTUHSC facility to include a leased facility/space. TTUHSC has a program, the Tobacco Intervention Program, to assist those individuals who wish to stop using tobacco products.

EthicsPoint: In recognizing Texas Tech University System's obligation to students and employees to maintain the highest ethical standards, Texas Tech has established a hotline to provide a confidential avenue for reporting. Reports submitted through EthicsPoint are forwarded to university officials for prompt and appropriate action. The Texas Whistleblower Act protects anyone who, in good faith, reports unlawful activity to the appropriate law enforcement authority from retaliation for making such a report.

Self-Reporting: Physicians and/or House Staff are also encouraged to self-report and shall have an opportunity to voluntarily relinquish duties and privileges that cannot be performed safely and cooperate in the development of activity restrictions which may be imposed. This Policy does not preclude a Physician or House Staff from self-reporting to the Texas Medical Board (TMB) to obtain a protective Board order, or obtain support through the TTUHSC EAP services.

Student of Concern Form: It is the policy of TTUHSC to affirm the right of its students to a prompt and fair resolution of a complaint or grievance involving allegations of inappropriate behavior by other TTUHSC students or by the TTUHSC personnel towards students. Students can electronically file a [Student of Concern Report](#) on the Student Affairs website.

Committee on Health, Wellness and Rehabilitation (CHWR): Texas Tech University Health Sciences Center (TTUHSC) recognizes that faculty, residents, fellows, and students who are impaired are individuals who need professional help. The CHWR will

establish procedures that promote and monitor wellness of these individuals and will establish an organizational structure, including appropriate committees, to administer this policy to ensure that the institution meets or exceeds accreditation and other relevant standards. The Committee on Health, Wellness and Rehabilitation (CHWR) will function as a policy-setting oversight committee that represents faculty, residents, fellows, and students on all campuses operated by the School of Medicine. The CHWR will be established under the auspices of the Faculty Council as an elected/appointed committee that represents all constituents.

Physician Rehabilitation Sub-Committee: The School of Medicine Physician Rehabilitation Sub-Committee is a medical peer review committee to assist physicians with physical impairments, chemical or substance abuse problems. Physician Rehabilitation subcommittees will be established on each campus to provide rehabilitation services to physician faculty, residents, fellows, and students on each campus. A single physician rehabilitation subcommittee will be established in Lubbock to serve the Lubbock-UMC (physician faculty, residents, fellows, and students) and Covenant (students) campuses. Physician Rehabilitation subcommittees will function as a medical peer review committee, as defined in the Texas Medical Practice Act, Occupations Code, Section 151 et. seq. to assist physician faculty, residents, fellows, and students who have impairments that may affect clinical skill and judgment. Anyone with knowledge of or reason to believe that a physician or house staff is impaired may contact any member of the Physician Rehabilitation Sub-Committee to refer the individual for committee action.

House Staff Associations: The School of Medicine House Staff Association provides a support system organized to promote professional and social relationships among resident physicians.

Texas Medical Association Educational Courses: TTUHSC provides a Texas Medical Association (TMA) membership for all house staff. Through this membership, physicians in training may access health and wellness information and educational courses that focus on the treatment and rehabilitation of those who have potentially impaired conditions or who have become impaired.

TTUHSC Affiliation with Betty Ford Recovery Center: The Betty Ford Center's Summer Institute program is a weeklong immersion program that allows School of Medicine students an opportunity to experience firsthand the in-depth stories of those with addictions and provides another level to understanding and treating those with addiction diseases, making it a natural extension of education. TTUHSC is one of the two universities nationwide that offers this program as an elective.

DRUG AND ALCOHOL ABUSE PREVENTION EDUCATION & OUTREACH

Medication Cleanout Events

TTUHSC collaborated with Medication Cleanout to host Medication Cleanout Events on several of the TTUHSC campuses in 2022 and 2023. Medication Cleanout Events prevent poisonings, abuse and misuse by disposing of medications responsibly.

- Abilene Campus: October 15, 2022; April 15, 2023; October 15, 2023
- Amarillo Campus: October 29, 2022; March 25, 2023; October 28, 2023

- Lubbock Campus: October 1, 2022; April 22, 2023; September 23, 2023

Seminars

ACES: Addiction Care, Education & Support – February 7, 2023

TTUHSC's ACES Students Organization hosted an open discussion and presentation around addiction and incarceration.

Shatter the Stigma Interpersonal Simulation Event – June 23, 2023

TTUHSC Office of Interpersonal Education hosted this event with the goal of destigmatizing the patient interview around substance use disorder and developing harm reduction strategies. The key note speaker provided a presentation on harm reduction strategies.

Compliance Symposium – October 5-6, 2023

TTUHSC Office of Institutional Compliance hosted a compliance symposium for both members of the TTUHSC community and area partners. The Drug Enforcement Administration (DEA) presented on current drug trends and the fentanyl crisis, providing education around illicit fentanyl statistics and trends in Lubbock.

Webinar Presentations

Voices of Recovery – October 25, 2023

TTUHSC in collaboration with Stages of Recovery Addiction Services and the Southwest Institute for Addictive Diseases held a panel discussion in an effort to support and empower individuals through substance use recovery within the West Texas community.

Alcohol and Drug Awareness Trainings

The Texas Tech Police Department has full time Police Officers who are available to give presentations and discuss crime prevention topics to any student, faculty, or staff. Trainings that focus on alcohol and drugs awareness include DWI Facts & Statistics, DWI Costs, and How DWI May Affect Your Life.

ASSESSMENT, RESOURCES & RECOMMENDATIONS



ASSESSMENT OF DRUG & ALCOHOL ABUSE PREVENTION
PROGRAMS
TREATMENT OPTIONS & RESOURCES
DRUG & ALCOHOL ABUSE PREVENTION PROGRAM & POLICY
RECOMMENDATIONS

ASSESSMENT OF DRUG & ALCOHOL ABUSE PREVENTION PROGRAMS

TTUHSC is committed to implementing a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. We have many systems in place that offer an avenue to report and monitor suspected drug or alcohol abuse, as well as counseling options to help facilitate the best outcomes for our students and employees. We have effective policies and procedures in place to convey expectations around alcohol and drug use, as well as clear sanctions that allow us to consistently address drug and alcohol use and abuse. In order to ensure that the sanctions that we impose are consistently enforced, we have attempted to assess the data, but with so few incidents of substance use, it is important to note that we do not have adequate data for a meaningful assessment at this time.

EthicsPoint

In 2022, the EthicsPoint hotline was utilized 44 times to collect confidential reports, including one report of substance abuse.

In 2023, the EthicsPoint hotline was utilized 69 times to collect confidential reports, including one report of substance abuse.

Student of Concern Form

The Student of Concern Form was not utilized in either 2022 or 2023 to report concerns of alcohol or other substance use.

Student Satisfaction Survey

In spring 2023, the 2022-2023 Student Satisfaction Survey was sent to all students enrolled at TTUHSC, resulting in a response rate of 26.7%. Approximately 89% of respondents reported being “extremely satisfied” or “satisfied” with their overall experiences at TTUHSC; and when asked if they made the right decision to attend TTUHSC, 72% students indicated that they “definitely” made the right decision.

TTUHSC Campus Events

All TTUHSC sponsored events where alcohol will be available, must have the TTUHSC President’s approval prior to the event. In 2022, President Rice-Spearman approved 102 alcohol requests for TTUHSC sponsored events. In 2023, President Rice-Spearman approved 149 alcohol requests for TTUHSC sponsored events.

Employee Assistance Program (EAP)

In 2022, The Counseling Center at TTUHSC provided counseling services to 287 employees, with 1,169 counseling sessions provided. In 2023, The Counseling Center at TTUHSC provided counseling services to 351 employees, with 1,420 counseling sessions provided.

Four employees reached out to the counseling center for substance abuse treatment in 2022. Three were referred for outpatient substance abuse treatment, and one received counseling and education through EAP. Three employees reached out to the counseling center for substance abuse treatment in 2023. Two were referred for outpatient substance abuse treatment, and one received counseling and education through EAP. All employees reached out to the Counseling Center individually to seek treatment, and there were no employees in either 2022 or 2023 that were referred to the Counseling Center for treatment by TTUHSC.

Program of Assistance for Students (PAS)

In 2022, The Counseling Center at TTUHSC provided counseling services to 449 students, with 1,913 counseling sessions provided. In 2023, The Counseling Center at TTUHSC provided counseling services to 432 students, with 1,751 counseling sessions provided.

TAO-Therapy Assistance Online Self-help

The TAO website was accessed 1758 times in 2022 and 2023.

TTUHSC School of Medicine

The information below provides the evaluated and monitored individual numbers per year, to include students, residents, fellows and faculty. These individuals were brought before the Committee on Health, Wellness and Rehabilitation for evaluation or have been continually monitored by the committee. In 2022, a total of 14 individuals, to include students, residents, fellows and faculty, were brought before the committee for evaluation. The committee recommended that 2 individuals be monitored for substance abuse and/or medical treatment. In 2023, a total of 11 individuals, to include students, residents, fellows and faculty, were brought before the committee for evaluation. The committee recommended that 2 individuals be monitored for substance abuse and/or medical treatment.

TTUHSC School of Nursing

The TTUHSC School of Nursing Student Drug Testing Policy (SON OP: 60.1115) requires all students enrolled at the TTUHSC School of Nursing and who participate in clinical and/or research activities complete a mandatory drug screening test. The School of Nursing had a total of 2 students in 2022 and 2023 combined who failed the mandatory drug screening test; this resulted in 2 students who were administratively withdrawn from the program.

TTUHSC School of Health Professionals

The TTUHSC School of Health Professionals Student Drug Testing Policy (SHP OP: ST.21) requires all students completing clinical work as part of their degree program must pass drug screening tests. The School of Health Professionals had no students in 2022 or 2023 who failed the drug screening tests.

TTUHSC School of Pharmacy

The TTUHSC School of Pharmacy Student Drug Screening Policy (SOP OP: 77.P.44) requires all students enrolled at TTUHSC School of Pharmacy and who participate in clinical and/or research activities must complete a mandatory drug screening. The School of Pharmacy had no students in 2022 or 2023 who failed the drug screening tests.

TREATMENT OPTIONS & RESOURCES

TTUHSC supports the availability of various programs to assist students, faculty and employees in order to maintain a drug-free campus and workplace.

Student Assistance

The TTUHSC Program of Assistance for Students (PAS) is a resource to promote health and wellness in student's personal and academic life. PAS counselors are

trained in addressing all types of problems, including family and relationship problems, depression, excessive stress, anxiety and substance abuse. TTUHSC provides up to eight (8) free counseling sessions for each student per fiscal year (September 1 - August 31). Any TTUHSC student can receive assistance at no cost. Counseling services consist of assessment, brief therapy, and follow-up. If it is determined that a person needs long-term therapy, or other psychiatric or psychological services, a referral will be made to the appropriate professional.

The Program of Assistance for Students can be contacted by calling 806-743-1327 or 800-327-0328 (24-hour), or by email at counselingcenter@ttuhsc.edu. Additional information can be found at the [Program for Assistance for Students website](#).

Staff/Resident/Faculty Assistance

The Counseling Center at TTUHSC is an Employee Assistance Program (EAP) which has a long history of providing employee assistance services to public schools, universities, municipalities, corporations, and health and professional associations. The Counseling Center provides consultation and therapeutic services to employers, and their employees, with the primary mission being to promote health and wellness in the workplace. The Employee Assistance Program addresses a full range of emotional and behavioral problems that impair job performance and contribute to rising employer costs. As an EAP, the Counseling Center provides prevention, assessment, treatment, and follow-up services to employees and their family members.

The Employee Assistance Program can be contacted by calling 806-743-1327 or 800-327-0328 (24-hour), or by email at counselingcenter@ttuhsc.edu. Additional information can be found at the [Employee Assistance Program website](#).

TTUHSC Campuses

If students on TTUHSC regional campuses want an in-person counseling session option, other counseling opportunities are offered to students on all regional campuses.

Abilene Campus	Life Renovations	325-672-7055
Amarillo Campus	Professional Counseling Center	806-356-0404
Dallas Campus	The Center for Integrative Counseling	214-526-4525
Lubbock Campus	The Counseling Center	806-743-1327
Midland / Odessa Campuses	Samaritan Counseling Center of West Texas	432-563-4144
Distance / Online Students	Telehealth at The Counseling Center	806-743-1327

Additional Resources

National Suicide Prevention Lifeline	Call or Text 988
Crisis Text Line	Text HOME to 741741
Veterans Crisis Line	Dial 988 then Press 1
The Trevor Project (LGBTQ)	1-866-488-7386
Narcotics Anonymous	1-818-773-9999
Alcoholics Anonymous	1-212-870-3400
Substance Abuse and Mental Health Services Administration	1-800-662-HELP (4357)

DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM AND POLICY RECOMMENDATIONS:

- Continue to provide programs, education and policies that focus on drug and alcohol abuse prevention.
- Continue to maintain a Drug Free Schools and Communities Act website to post policies, guidelines, and reports regarding TTUHSC's drug and alcohol abuse prevention program.
- Explore additional opportunities to provide education and increase drug and alcohol abuse prevention program awareness at on-campus and off-campus events.

STATISTICS & HEALTH RISKS



NATIONAL STATISTICS ON ALCOHOL & DRUG USE
HEALTH RISKS ASSOCIATED WITH THE USE OF DRUGS &
ALCOHOL

NATIONAL STATISTICS ON ALCOHOL AND DRUG USE

The information contained in this section is derived from SAMHSA's Key Substance Use and Mental Health Indicators in the United States: Results from the 2023 National Survey on Drug Use and Health.

Substance Use Among people aged 12 or older in 2023, 59.0 percent (or 167.2 million people) used tobacco, vaped nicotine, used alcohol, or used an illicit drug in the past month (also defined as "current use"), including 47.5 percent (or 134.7 million people) who drank alcohol, 17.6 percent (or 49.9 million people) who used a tobacco product, 9.4 percent (or 26.6 million people) vaped nicotine, and 16.8 percent (or 47.7 million people) who used an illicit drug.

Tobacco Product Use or Nicotine Vaping Among people aged 12 or older in 2023, 22.7 percent (or 64.4 million people) used tobacco products or vaped nicotine in the past month. The percentage of people who used tobacco products or vaped nicotine in the past month was highest among young adults aged 18 to 25 (30.0 percent or 10.2 million people), followed by adults aged 26 or older (23.4 percent or 52.3 million people).

Alcohol Use Among people aged 12 or older in 2023, 47.5 percent (or 134.7 million people) drank alcohol in the past month. Estimates of binge alcohol use and heavy alcohol use in the past month among people 12 and older were 21.7 percent (or 61.4 million people) and 5.8 percent (or 16.4 million people), respectively.

Marijuana: In 2023, marijuana was the most commonly used illicit drug, with 15.4 percent of people aged 12 or older (or 43.6 million people) using it in the past year. The percentage of people who used marijuana in the past month was highest among young adults aged 18 to 25 (25.2 percent or 8.6 million people), followed by adults aged 26 or older (15.0 percent or 33.5 million people), then by adolescents aged 12 to 17 (6.0 percent or 1.6 million people).

Central Nervous System Stimulants: Among people aged 12 or older in 2023, 3.4 percent (or 9.7 million people) misused CNS stimulants in the past year. Of the 9.7 million people aged 12 or older in 2023 who misused CNS stimulants in the past year, most (7.9 million people) misused only one type of CNS stimulant, including 3.5 million people who used cocaine only, 2.8 million who misused prescription stimulants only, and 1.7 million people who used methamphetamine only. An estimated 182,000 people used or misused all three CNS stimulants in the past year (1.9 percent of people who misused CNS stimulants).

Cocaine: Among people aged 12 or older in 2023, 1.8 percent (or 5.0 million people) used cocaine in the past year. The percentage was highest among young adults aged 18 to 25 (3.1 percent or 1.0 million people), followed by adults aged 26 or older (1.7 percent or 3.9 million people).

Heroin: Among people aged 12 or older in 2023, 0.2 percent (or 660,000 people) used heroin in the past year, with the highest use among adults aged 26 or older (0.3 percent or 629,000 people).

Methamphetamine: Among people aged 12 or older in 2023, 0.9 percent (or 2.6 million people) used methamphetamine in the past year. The percentage among adults aged 26 or older (1.1 percent or 2.5 million people) was higher than the percentages among young adults aged 18 to 25 (0.3 percent or 108,000 people) or adolescents aged 12 to 17 (0.2 percent or 40,000 people).

Opioids: Among people aged 12 or older in 2023, 3.1 percent (or 8.9 million people) misused opioids in the past year. Similar to the misuse of prescription pain relievers in the past year, the percentage of people who misused opioids in the past year was higher among adults aged 26 or older (3.3 percent or 7.5 million people) than among young adults aged 18 to 25 (2.5 percent or 846,000 people) or adolescents aged 12 to 17 (2.2 percent or 574,000 people).

Prescription Pain Relievers: Among people aged 12 or older in 2023, 3.0 percent (or 8.6 million people) misused prescription pain relievers in the past year. The percentage was higher among adults aged 26 or older (3.2 percent or 7.2 million people) than among young adults aged 18 to 25 (2.5 percent or 841,000 people) or adolescents aged 12 to 17 (2.2 percent or 570,000 people).

Hallucinogens: In 2023, 3.1 percent of people aged 12 or older (or 8.8 million people) used hallucinogens in the past year. The percentage was highest among young adults aged 18 to 25 (6.7 percent or 2.3 million people), followed by adults aged 26 or older (2.7 percent or 6.1 million people), then by adolescents aged 12 to 17 (1.5 percent or 387,000 people).

Inhalants: Among people aged 12 or older in 2023, 0.9 percent (or 2.6 million people) used inhalants in the past year. The percentage of people who used inhalants in the past year was similar among adolescents aged 12 to 17 (2.2 percent or 564,000 people) and young adults aged 18 to 25 (2.0 percent or 694,000 people).

Prescription Psychotherapeutic Drugs: Of the prescription drugs presented in this report, prescription pain relievers were the most commonly misused prescription drug by people aged 12 or older. The 14.4 million people in 2023 who misused prescription psychotherapeutic drugs in the past year included 8.6 million people who misused prescription pain relievers, 4.7 million people who misused prescription tranquilizers or sedatives, and 3.9 million people who misused prescription stimulants.

Prescription Tranquilizers or Sedatives: Among people aged 12 or older in 2023, 1.7 percent (or 4.7 million people) misused prescription tranquilizers or sedatives in the past year. The percentage was lower among adolescents aged 12 to 17 (0.7 percent or 173,000 people) than among adults aged 26 or older (1.8 percent or 4.0 million people) or young adults aged 18 to 25 (1.7 percent or 576,000 people).

Fentanyl: Among people aged 12 or older in 2023, 0.3 percent (or 828,000 people) misused fentanyl in the past year, including 0.2 percent of adolescents aged 12 to 17, 0.3 percent of young adults aged 18 to 25, and 0.3 percent of adults aged 26 or older. Corresponding estimated numbers of people who misused fentanyl in the past year were 50,000 adolescents aged 12 to 17, 110,000 young adults aged 18 to 25, and 668,000 adults aged 26 or older.

Illegally Made Fentanyl (IMF): Among people aged 12 or older in 2023, 0.2 percent (or 627,000 people) used IMF in the past year, including 0.1 percent of adolescents aged 12 to 17, 0.2 percent of young adults aged 18 to 25, and 0.2 percent of adults aged 26 or older. Corresponding estimated numbers of people who used IMF in the past year were 36,000 adolescents aged 12 to 17, 78,000 young adults aged 18 to 25, and 513,000 adults aged 26 or older.

HEALTH RISKS ASSOCIATED WITH THE USE OF DRUGS AND ALCOHOL

Every drug is a potential poison with distinct medical hazards. When drugs are incorrectly taken into the body, consumed in the incorrect amount, or taken in combination with other substances, the user is at serious risk. Approximately 60% of all deaths related to drug abuse are caused by the direct overdose narcotic effect of the drug. This could be an overdose of alcohol, cocaine, prescription drugs, or, far more commonly, a combination of alcohol and other drugs. Another 10% of deaths caused by drug abuse are the result of infections, including AIDS, from using contaminated needles and other drug paraphernalia. The other 30% of deaths caused by drug abuse are brought about by violence associated with this nationwide epidemic. By knowing the consequences of alcohol and drug use, one can avoid alcohol and drug-related problems. Alcohol and other drug use is a key factor in many accidents and injuries and is frequently a primary cause of poor quality coursework and job performance.

Alcohol and Other Depressants (barbiturates, sedatives and tranquilizers): Addiction, accidents as a result of impaired ability and judgements, alcohol poisoning, overdose when used with other depressants, damage to a developing fetus, heart and liver damage.

Marijuana: Impaired short-term memory, thinking, and physical coordination. Can cause panic reaction and increase the risk of lung cancer and emphysema. Can interfere with judgement, attention span, concentration, and overall intellectual performance. Impairs driving ability. May cause psychological dependence and compromise the immune system.

Cocaine: Addiction, cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants, such as speed and uppers.

Nicotine: Tobacco smoke contains thousands of chemical compounds, many of which are known to cause cancer. Nicotine, which is a central nervous system stimulant, produces an increase in heart and respiration rates, blood pressure, adrenaline production, metabolism and compromises the immune system. People can rapidly become physically and psychologically dependent on tobacco.

Inhalants: Inhalants are a diverse group of chemicals that easily evaporate and can cause intoxication when their vapors are inhaled. Most inhalants are central nervous system depressants. The use of these drugs slows down many body functions. High doses can cause severe breathing failure and sudden death. Chronic abuse of some of the chemicals can lead to irreversible liver damage and other health problems.

Heroin and Other Opiates: These drugs are usually taken intravenously. “Designer” drugs similar to opiates include fentanyl and demerol. Addiction and dependence develop rapidly. Use is characterized by impaired judgement, slurred speech and drowsiness. Overdoes is manifested by coma, shock and depressed respiration, with the possibility of death from respiratory arrest. Withdrawal problems include sweating, diarrhea, fever, insomnia, irritability, nausea and vomiting, and muscle and joint pains.

Prescription Drug Abuse: Adverse reactions, dependency, withdrawal and overdose.