



TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER

Operating Policy and Procedure

HSC OP: 10.03, **Alcohol and Illegal Drugs**

PURPOSE: The purpose of this Health Sciences Center Operating Policy and Procedure (HSC OP) is to ensure understanding and standardized procedures in compliance with the provisions of the Drug-Free School and Communities Act Amendments.

REVIEW: This HSC OP will be reviewed on October 1 of each even-numbered year (ENY) by the Assistant Vice President for Human Resources, the Director of Student Services, and the Senior Associate General Counsel, with recommendations for revisions forwarded to the President by November 1.

POLICY/PROCEDURE:

1. Authority.

- a. The Texas Tech University Health Sciences Center (TTUHSC) policy on drug and alcohol abuse prohibits the unlawful possession, use, or distribution of alcohol and illegal drugs on TTUHSC property or as a part of any officially sponsored TTUHSC activities.
- b. The Drug-Free Schools and Communities Act Amendments of 1989, 20 U.S.C. § 7101 *et seq.*, as amended, require that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education must adopt and implement a program designed to prevent the unlawful possession, use, or distribution of alcohol and illegal drugs by faculty, staff, and students. In addition to meeting the requirements of the federal law, TTUHSC also intends that this 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. Thus, the emphasis in program implementation will be on prevention, education, counseling, intervention, and treatment.
- c. This policy is in addition to, and not in lieu of, any other TTUHSC policy. TTUHSC reserves the right to take disciplinary action against faculty, staff, residents, or students for violations under this or other applicable policies of TTUHSC.

2. Implementation. It is the policy of TTUHSC to create an environment for employees and students that is free from illicit drugs and the abuse of alcohol. Accordingly, TTUHSC will provide programs designed to prevent the illegal possession, use, or distribution of alcohol and illegal drugs, as required by 20 U.S.C., § 7101 *et seq.*, as amended, for all employees, residents, and students at TTUHSC.

- a. The President of TTUHSC shall designate a TTUHSC official who is responsible for the development and continuing implementation of these programs.
- b. All documents on programs referenced herein are on file in the Office of the President. The programs will include, at a minimum, the following activities:
 - (1) Distributing appropriate written materials annually to each employee, resident, and student that includes the following information:
 - (a) Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of alcohol and illegal drugs by employees and students on TTUHSC property or as part of any officially sponsored TTUHSC activity. The TTUHSC POLICY ON ALCOHOL AND ILLEGAL DRUGS

(Attachment A) will be distributed annually by the following:

Faculty - Vice President for Academic Affairs
Staff - Human Resources
Residents - GME Office
Students - HSC Student Services

- (b) The applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of alcohol and illegal drugs;
 - (c) The health risks associated with the use of illegal drugs and the use of alcohol; and
 - (d) Drug and alcohol prevention, counseling, intervention, treatment, rehabilitation, or re-entry programs available to employees and/or students.
- (2) Conducting a biennial review of the TTUHSC drug prevention program. This review shall be conducted by a committee appointed by the President of TTUHSC from among nominees provided by all campuses of TTUHSC, including administration, faculty and staff.
- (3) Reporting to the President on the effectiveness of the program, including a determination that the policy and applicable disciplinary sanctions are being followed. The report shall also include recommendations for corrective actions or additional activities to enhance the program's effectiveness.
3. **Penalties.** Penalties for violation of this policy range from mandatory participation in TTUHSC-approved drug and alcohol abuse counseling and rehabilitation programs to dismissal from TTUHSC.
- a. 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.
 - b. In addition to any penalty resulting from violation of this policy, TTUHSC may also refer any evidence of illegal activities by any employee, 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.
 - c. Procedures for addressing infractions include the following:
 - (1) **Faculty.** If the offender 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 offender is a staff member, procedures outlined in HSC OP 70.10, HSC OP 70.31, and HSC OP 70.38 shall be followed.
 - (3) **Resident.** If the offender 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 offender 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.
 - d. In any case, due process will be afforded.