

SUBSTANCE USE DISORDER PREVENTION POLICY

The University of Houston (the “University”) prohibits the unlawful possession, use, sale, marketing, manufacturing, or distribution of illicit drugs and alcohol in the workplace, on the campus, or at any University activities off-campus, including violations of state underage drinking laws. Penalties for violation of this policy are outlined in Section 4 of this policy, and may include criminal prosecution.

The Dangers of Substance Use Disorder in the Workplace and on the Campus

Individuals employed at the University may have their job performance and productivity adversely affected by their progressive dependence on drugs or alcohol. Much of this cost is in lost wages, health care expenses, and workers compensation, in addition to lost opportunity as individuals may not function at their best, personally and/or professionally. Additionally, the impact of drug use and high-risk alcohol consumption for college students cannot be overlooked in terms of its financial, emotional, and academic cost to the individual students affected and the University. For specific information related to alcohol and other drug consumption and consequences, go to the National Institute on Drug Abuse: <http://www.drugabuse.gov/>.

1. Definitions

The following terms are defined for the purposes of this policy and are important for purposes of expressing the University’s policy on a drug-free workplace:

- a. *Contract* means a legal instrument reflecting a relationship between the federal government and a recipient whenever the principal purpose of the instrument is the acquisition by purchase, lease, or barter, of property or services for the direct benefit or use of the federal government; or whenever an executive agency determines in a specific instance that the use of a type of procurement contract is appropriate.
- b. *Controlled Substance* means a controlled substance in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812), as further defined by regulations at 21 CFR 1300.11 through 1300.15, and as defined in the Texas Controlled Substances Act (Texas Health & Safety Code, 481.001 et seq).
- c. *Conviction* means finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.
- d. *Criminal drug statute* means a federal or non-federal criminal statute involving the manufacture, sale, distribution, dispensation, use, or possession of any controlled substance.
- e. *Drug Free* means free of the illegal use of drugs and alcohol
- f. *Employee* means an individual receiving a salary, wages, other compensation and/or stipend support from the University.
- g. *Federal agency or agency* means any United States executive department, military department, government corporation, government controlled corporation, or any other establishment in the executive branch (including the Executive Office of the President), or any independent regulatory agency.
- h. *Grant* means an award of financial assistance, including a cooperative agreement, in the form of money, or property in lieu of money, by a federal agency directly to a grantee. The term grant includes block grant and entitlement grant programs, whether or not exempted from coverage

under the grants management government wide regulation (“Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments”). The term does not include technical assistance which provides services instead of money, or other assistance in the form of loans, loan guarantees, interest subsidies, insurance, or direct appropriations; or any veterans’ benefits to individuals; i.e., any benefit to veterans, their families, or survivors by virtue of the service of a veteran in the Armed Forces of the United States.

- i. *Grantee* means a legal entity which applies for or receives a grant or contract directly from a federal agency.
- j. *Illicit drug use* means the use, manufacture, sale, distribution, dispensation, or possession of illegal drugs and the abuse of other drugs and alcohol.
- k. *Student* means a person who; (a) is currently enrolled at the University; (b) is accepted for admission or readmission to the University; (c) has been enrolled at the University in a prior semester or summer term and is eligible to continue enrollment in the semester or summer term that immediately follows; (d) is attending an additional program sponsored by the University while that person is on campus; or (e) has engaged in prohibited conduct at a time when that person met the criteria of (a), (b), (c), or (d).
- l. *University activities* mean an activity officially sponsored by the University.
- m. *Workplace* means the physical boundaries of the University and facilities owned or controlled by the University or alternative approved workplace

2. Philosophy

The unlawful use of drugs or alcohol is inconsistent with the behavior expected of members of the University community. The University is committed to health and well-being of each individual, development and maintenance of a drug free environment on campus, promoting an environment that prohibits the illicit drug use and alcohol and has a drug and substance use disorder system in operation, accessible to all members of the University community. The University is committed to the further expansion of that system and the dissemination of drug awareness information to the members of the University community. In addition, the University is committed to enforcing the provisions of the Drug Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, believes that these acts and their implementation regulations provide a proper framework for the drug and alcohol abuse policies of the University.

3. Health Risks

With any drug, prolonged use can lead to physical health issues as well as mental health impacts, including long-term dependency. Outlined below is a listing of drugs of abuse and their health risks taken from the U.S. Drug Enforcement Administration website. A more complete and detailed accounting may be found at their website at <https://www.dea.gov/factsheets>

Alcohol

Alcohol (beer, wine, or liquor) has a high potential for physical and psychological dependence as well as resulting in increased tolerance. Possible effects include impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may include trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

Females who drink alcohol during pregnancy may give birth to infants with Fetal Alcohol Syndrome. These infants have irreversible physical abnormalities and intellectual disability. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics. Alcohol use is often related to acquaintance rape and failure to protect oneself from sexually transmitted infections (STIs). Additionally, alcohol-related accidents are the number one cause of death in the 16- to 24-year-old age group.

Narcotics

Narcotics (including heroin, opioids, morphine, hydrocodone, oxycodone, codeine, and others) have a high potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible effects of using narcotics include euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Overdose may result in shallow breathing, clammy skin, convulsions, coma, and death. Withdrawal may include irritability, tremors, panic, nausea, chills, and sweating.

Other Depressants

Other depressants (including, valium, Xanax, Ambien, and barbiturates) have a potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible side effects include slurred speech, disorientation, appearance of intoxication, and impaired memory. Overdose may result in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma and possible death. Withdrawal may include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants

Stimulants (including cocaine, methamphetamine, and methylphenidate) have a possible risk of physical dependence and high risk for psychological dependence. Tolerance can develop in all stimulants. The possible side effects include increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, and decreased appetite. Overdose may result in agitation, increased body temperature, hallucinations, convulsions, and possible death. Withdrawal may result in apathy, long periods of sleep, irritability, depression, and disorientation.

Hallucinogens

Hallucinogens (including MDMA, GHB or liquid ecstasy LSD, phencyclidine, and others) are less likely to result in physical dependence, with the exception of phencyclidines and analogs, and vary in terms of psychological dependence, ranging from none to moderate (MDMA) to high (phencyclidine and analogs). Tolerance can develop. Possible effects include heightened senses, teeth grinding, and dehydration (MDMA and analogs) and hallucinations, altered perception of time and distance in other types of hallucinogens. Overdose may result in increased body temperature and cardiac arrest for MDMA and more intense episodes for LSD. Some hallucinogens may result in muscle aches and depression when in withdrawal (MDMA) or may result in drug seeking behavior.

Cannabis

Cannabis includes marijuana, tetrahydrocannabinol (THC), and hashish or hashish oil. All may result in moderate psychological dependence with THC resulting in physical dependence. Tolerance can develop in all forms. Possible effects include euphoria, relaxed inhibitions, increased appetite, and disorientation. Overdose may result in fatigue, paranoia, and possible psychosis. Withdrawal may occasionally result in insomnia, hyperactivity, and decreased appetite.

Anabolic Steroids

Anabolic Steroids (including testosterone and others) may result in psychological dependence. Less is known as to their potential for physical dependence and increased tolerance levels. Possible effects may include virilization, edema, testicular atrophy, gynecomastia, acne, and aggressive behavior. Effects of overdose are unknown. Withdrawal may possibly include depression.

Inhalants

Inhalants (including amyl and butyl nitrite, nitrous oxide, and others) vary in their level of psychological dependence, with less known about their potential for physical dependence and tolerance. Possible effects may include flushing, hypotension, and headache, impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in methemoglobinemia, vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may result in agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

4. Penalties for Violation of the Policy

The University policy prohibiting the unlawful possession, use, or distribution of illicit drugs and/or alcohol on the campus, in the performance of an employee's job duties and at University-sponsored events held off campus protects and supports the employees and students of the University of Houston.

Any employee admitting to or convicted of the unlawful possession, use, or distribution of illicit drugs or alcohol on the campus, in the performance of their job duties or at university sponsored events held off campus, will be subject to disciplinary action (up to and including termination of employment), may be referred for prosecution, and may be required to satisfactorily participate in a drug and alcohol assistance or rehabilitation program, as agreed upon between the employee and the Department of Human Resources.

Further information concerning employee penalties is available from the Department of Human Resources; employees can contact the HR Employee Service Center at (713) 743-3988. Any student admitting to or found in violation of the University of Houston's Student Code of Conduct regarding the unlawful possession, use or distribution of illicit drugs and alcohol on campus or at university sponsored events (see Student Disciplinary Policies and Procedures Section) will be subject to disciplinary action (up to and including expulsion), may be referred for prosecution, and may be requested to satisfactorily participate in a drug and alcohol

assistance or rehabilitation program. Further information concerning student penalties is available from the Dean of Students Office at (832) 842-6183.

While this policy covers the illicit use of drugs and alcohol at the University of Houston and in the performance of the employee's job duties on or off campus, please be aware that there are penalties under Texas and federal law. For more information on the range of penalties, refer to the Dean of Students website at <https://www.uh.edu/dos/files/student-code-of-conduct-2019-2020.pdf>.

5. Student and Employee Resources

The University offers the following drug and alcohol abuse information, counseling, assistance and services:

At the University of Houston

Counseling and Psychological Services

All members of the University community are eligible to consult with professional staff of Counseling and Psychological Services (CAPS) regarding referrals for substance use treatment and recovery support groups. University faculty and staff are also encouraged to consult with their Employee Assistance Program for additional referrals or treatment options.

Currently enrolled students can be seen for short-term counseling and crisis intervention for substance use problems. However, CAPS will make a referral for long-term substance use and detox. Faculty and staff are eligible for an initial consultation and referral for such services. CAPS can be reached at (713) 743-5454.

UHWWellness

On a periodic basis, workshops focusing on the development of strengths and skills related to the effective management of substance related problem areas are offered by UH Wellness. These programs are open to University of Houston students, faculty and staff at no charge. UH Wellness conducts one-on-one facilitated conversations around alcohol and drug use through BASICS (Brief Alcohol Screening in College Students), along with Marijuana 101. These programs may be accessed voluntary or be required through a disciplinary action. UH Wellness also offers a state approved Alcohol Education Course for Minors in Possession available to students who receive a court ordered citation or referrals from the Dean of Students Office or other campus departments. UH Wellness can be reached at (713) 743-5420, and more information can be found at: <http://www.uh.edu/wellness/>.

Cougars in Recovery

Cougars in Recovery is a program that assists and serves students and employees with substance use issues at the University of Houston. The unique program offers five Alcoholics Anonymous and Morning Meditation meetings, that are open to the UH Community. A community process group is offered to undergraduate and graduate student members of the program. Cougars in Recovery works closely with multiple

departments on campus including Counseling and Psychological Services, Student Housing and Residential Life, Dean of Students Office, the UH Health Center, UH Wellness and the Office of Undergraduate Affairs to support student and employee health and wellness as it pertains to substance use issues. Cougars in Recovery has a licensed Chemical Dependency Counselor as well as a Licensed Professional Counselor on staff for the university community to utilize. They are located in Moody Towers room 103 and can be reached at (713) 743-1026 if you are in need of assistance. More information can also be found at: <http://www.uh.edu/cir/>.

A.D. Bruce Religion Center

The A.D. Bruce Religion Center is the focal point for many on-campus religious and spiritual activities. It is a center of many ongoing educational programs and activities focusing on religious issues with an emphasis on Interfaith Dialogue. The A.D. Bruce Religion Center offers a place for both quiet meditation and spiritual growth. Each of the 17 different ministry work with students in all dimensions of religious and spiritual growth and exploration. The ministry leaders work together to connect students (undergraduate and graduate) to learning more about their individual religious and spiritual journey. They also help students who are looking to process through difficult times and challenges. The Religion Center and ministry leaders work a number of University departments including Counseling and Psychological Services, Center for Student Involvement, Center for Diversity and Inclusion, Dean of Students Office, UH Wellness, Campus Recreation to name several. The AD Bruce Religion Center can be contacted at (713) 743-5050 or at adbrc@uh.edu. For additional information, please visit us here: <https://uh.edu/adbruce/>. Our building is open 7 days a week and is welcome for all who are looking to Celebrate Spiritual Diversity.

UH Student Health Center

Campus community members can visit the UH Student Health Center and speak with medical professionals about any drug and alcohol questions in a safe and friendly environment. Appointments can be made online (<http://www.uh.edu/healthcenter/>) or via a walk-in. The UH Health Center can be reached at (713) 743-5151.

Employee Assistance Program

Through the EAP, employees and their dependents can access free, convenient and confidential short-term counseling services and/or referrals for all types of concerns including: Alcohol/Drug Problems, Stress & Anxiety, Depression, Parenting & Family Concerns, Couples & Relationship Issues, Grief or Bereavement, Anger Management, Change & Life Transitions, Work Conflicts, Communication Skills and more. Included in the program are Work/Balance resources including newsletters and other support materials. To learn more, please visit [EAP - University of Houston \(uh.edu\)](http://www.uh.edu/eap)

Student Organizations

Individuals can be assisted in forming groups like Alcoholics Anonymous and Alanon. If you are interested in starting a new student organization and want to understand the registration process, please reach out to the Center for Student Involvement at (832) 842-6245.

In the Houston Community

The Council on Recovery- This community resource offers short-term counseling for anyone affected in any way by alcohol or other drug abuse. Trained alcohol and drug abuse counselors can help select a 12-step oriented program and/or appropriate treatment. Their address is 303 Jackson Hill St, (713) 942-4100. <https://www.councilonrecovery.org/>

Additional Resources

Houston and surrounding area has services and programs available to students and families at no cost to minimal cost. To locate these resources, visit the CoogsCare <https://uh.edu/dsaes/coogscare/> under Health or Counseling categories for more information.

State of Texas

Texas Alcoholic Beverage Commission

laws associated with consuming alcoholic beverages. <https://www.tabc.state.tx.us/education/>

Offender Education Programs

Drug Offender Education including DWI Education, DWI Intervention, and Alcohol Program for Minors. <https://www.tdlr.texas.gov/court-ordered/oep/oep.htm>

Hope Alcohol and Drug Offender Educational Program

Provides 15/32 hour course with state approved drug offender classes certified by state of Texas. <https://www.hopeoffendereducation.com/>

Alcohol Drug and Psychological Treatment (ADAPT)

They serve individuals struggling to break free of drug and alcohol addictions and are able to treat both adolescents and adults throughout the Houston, TX metropolitan area.

<https://www.adaptprograms.com/locations/houston-tx/>

Nationally

The Substance Abuse and Mental Health Services Administration (SAMHSA)

Provides alcohol and substance abuse treatment resources through national campaigns and initiatives. Also includes a national telephone hotline and text message services.

<https://www.samhsa.gov/>

Free, confidential tool that helps individuals take steps toward a healthy relationship with drugs and alcohol. It was developed with the input of leading clinicians, experts from the White House and SAMHSA, and people in recovery themselves.

<https://startyourrecovery.org/>

Substance Abuse Treatment Facility Locator (SAMHSA)

Searchable directory of drug and alcohol treatment programs shows the location of facilities around the country that treat alcoholism, alcohol abuse and drug abuse problems. <https://findtreatment.samhsa.gov/>

Alcoholics Anonymous

Mutual aid fellowship program specializing in supporting people struggling with alcohol addiction through peer support and sponsorship. <https://www.aa.org/>

Narcotics Anonymous

Mutual aid fellowship program specializing in supporting people struggling with narcotic addiction through peer support and sponsorship. <https://www.na.org/>

Cocaine Anonymous

Mutual aid fellowship program specializing in supporting people struggling with cocaine addiction through peer support and sponsorship. <https://ca.org>

Free Rehab Centers

Nationwide list of free, sliding scale, low income, payment assisted and affordable rehab centers. These are hard to find nonprofit and government resources that most people do not know even exist. We scoured thousands of non-profit organizations that provide alcohol, drug, and other assistance with substance abuse rehabilitation. <https://www.freerehabcenters.org/state/texas>

National Institute on Drug Abuse for Teens

Science-based information geared towards teens on a variety of drug and drug abuse issues. <https://teens.drugabuse.gov/>

Crisis Text Line

Connect with a trained Crisis Counselor anonymously and for free via text - support is available 24/7. <https://www.crisistextline.org/purpose#standards>

Addiction and Alcohol Hotline

Provides free help for alcohol addiction. The primary goal is to offer assistance and support for what the caller is seeking. <https://www.therecoveryvillage.com/alcohol-abuse/alcohol-hotline/#gref>

6. Application of Policy

The Substance Use Disorders Prevention Policy is supported by a drug-free awareness, alcohol education and prevention programs available to the faculty, staff, and students of the University. Specific compliance and reporting items enumerated below (items b, c, d, e) are applicable to all persons employed on federal contracts and grants. In support of this policy, the University:

- a. has established a drug free and substance use disorder awareness program to inform its faculty, staff, and students about the dangers of illicit drug use and alcohol abuse in the workplace, the University's policy of maintaining a drug free workplace and a workplace which prohibits the illicit use of alcohol, available drug and alcohol counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug and alcohol abuse violations.
- b. will provide each student and employee a copy of this policy. In addition, all faculty, staff, and students will be notified of this policy through appropriate publications.
- c. will notify each university employee and each student that, as a condition of employment on a federal grant or contract, the person, once so employed, must abide by the terms of the policy, and must notify his/her supervisor and the Department of Human Resources of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

- d. will notify the appropriate federal agency within ten (10) days after receiving notice of criminal drug statute conviction of any university employee engaged in performance of the grant or contract.
- e. will impose sanctions on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program, by any employee so convicted. Sanctions imposed on employees for violation of this policy may include suspension, suspension without pay and termination.
- f. will make a good faith effort to continue to maintain an environment that complies with the Drug-Free Workplace Act 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.
- g. will conduct a biennial review of its programs to assess their effectiveness, what changes need to be made, and to ensure the uniform application of sanctions to employees and students.

7. Implementation

Implementation of this policy is a joint responsibility of the Department of Human Resources, the Division of Research, the Police Department, the Office of Financial Aid and the Division of Student Affairs and Enrollment Services. Notification of the program, including information about health risks and sanctions for violation of the policy, will be provided annually to students and employees. In addition, the University is committed to monitoring and assessing the effectiveness of this policy and its programs. A biennial review of this policy will be undertaken to determine its effectiveness and implement changes to the policy and its programs if they are necessary and to ensure that its disciplinary standards are consistently enforced.

Effective: September 01, 2021