



**TEXAS SOUTHERN UNIVERSITY**  
**MANUAL OF ADMINISTRATIVE POLICIES AND PROCEDURES**

**SECTION: Human Resources**  
**AREA: Safety**

**Procedure 02.06.01**

<b>SUBJECT: Drug-Free Campus Policy</b>
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**I. PURPOSE AND SCOPE**

This policy is created to comply with the Drug-Free Schools and Communities Act of 1989 (Public Law 101-226), which requires the University to show that it has adopted and implemented a program to prevent the illicit use of drugs and the abuse of alcohol by faculty, staff and students. This policy also sets forth the University's standards to provide a community setting that is safe, healthy and productive for all faculty, staff and students of Texas Southern University.

In 1985, Texas amended its definition of "minor" to mean a person under the age of twenty-one (21). Minors are prohibited from purchasing alcoholic beverages by section 106.02(a) of the Alcoholic Beverage Code. Further, section 106.03(a) makes it unlawful for a person to sell alcoholic beverages to a minor. Section 106.06(a) prohibits anyone from purchasing alcoholic beverages for a minor. [The only exception to 106.06(a) is for adult parents, guardians, spouses or other adults to whom the courts have given custody of the minor (106.06(b))].

Effective September 1, 2011, SB1331 amends the alcoholic beverage code to state that in the event of possible alcohol poisoning, a person under 21 calling for help for himself or another will not be cited for possession or consuming alcohol. The immunity for minors is limited to the first person who calls for assistance, only if he/she stays on the scene and cooperates with law enforcement and medical personnel. SB1331 does not protect a person from being cited for any other violation of the law.

**II. DEFINITIONS**

- A. Controlled Substance: Any substance in schedules I-V of Section 202 of the Controlled Substances Act (21 U.S.C. § 812) or the Texas Controlled Substance Act (Health and Safety Code, Chapter 481).
- B. Employee: Any person employed by the University and paid through the payroll system. It also includes students employed by the University in any capacity.

- C. Illicit/Illegal Drugs: Amphetamines, cocaine, crack, heroin, inhalants, LSD, marijuana, PCP, sedatives/hypnotics.

III. POLICY PROVISIONS


- A. The unlawful possession, use, manufacturing, distribution or sale of alcohol or other drugs by any faculty, staff or student is prohibited on University property or as any part of University activities.
- B. Any faculty or staff member found to be in violation of this policy will be subject to severe disciplinary action, up to and including immediate termination.

IV. ELEMENTS OF THE DRUG-FREE CAMPUS PROGRAM

- A. Includes a faculty/staff Employee Assistance Program that provides early intervention for troubled employees through referral to an off-campus assessment and counseling service under contract with the University. Student employees should contact the University Counseling Center for assistance.
- B. Faculty/staff who suspect they may have an alcohol or drug dependency problem are encouraged to seek diagnosis and follow through with the treatment that may be prescribed by qualified professionals in order to eliminate the problem as early as possible.
- C. The Human Resources Office will supply a toll-free number for the assessment and referral network individually to employees upon request. This service is provided on a guaranteed confidential basis at no cost to the employee

V. REVIEW AND RESPONSIBILITIES

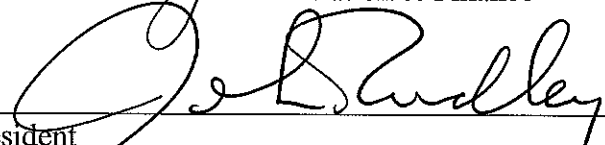
Responsible Party: Associate Vice President/CHRO

 7/24/13

Review: Every three years, on or before September 1

V. APPROVAL

  
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Vice President for Administration & Finance

  
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President

Effective Date: 8/5/13