

PREVENTION OF ALCOHOL ABUSE AND ILLICIT DRUG USE

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Alcohol abuse and illicit drug use disrupt the environment and personal growth of our employees. Substance abuse disrupts the workplace as well as endangers the lives of our employees.

The Texas A&M University System Policy 34.02 states:

“The unlawful manufacture, distribution, possession or use of illicit drugs or alcohol is strictly prohibited on System property and/or while on official duty.”

The safety and health of our researchers, administrators,

faculty, support staff and students is important to abiding by the policy.

In addition, TEES abides by provisions as outlined in the *Drug Free Workplace Act of 1988*.

Detailed information concerning health risks and community resources may be obtained from an accredited health care provider or by contacting the community resources listed on page



Engineering Human Resources
a readily available resource

TESTING

When work-related performance causes suspicion of use or possession of alcohol or a controlled substance, an employee may be tested in accordance with A&M System policy.

A refusal to submit to a test may be sufficient basis for termination.

HEALTH RISKS

Alcohol abuse causes approximately 150,000 deaths annually. Alcohol abuse can lead to alcoholism, premature death through overdose, and complications involving the brain, heart, liver and other body organs. The abuse of illicit drugs can

result in other health problems such as drug addiction, death by overdose, death from withdrawal, seizure, heart problems, infections (i.e., HIV/AIDS), liver disease and chronic brain dysfunction. Drug use by a pregnant woman may cause addition-

al health complications in her unborn child. Additional effects in users may include occupational, social and family problems as well as a reduction in motivation.

DRUG & ALCOHOL DEFINITIONS

Controlled substances include all prescription drugs, as well as drugs for which there is no generally accepted medicinal use (i.e., heroin, LSD, marijuana, etc.).

Illicit drugs are: (a) any drug or chemical substance, the use, sale or possession of which is illegal under any state or

federal law; or (b) one which is legally obtainable but has not been legally obtained. The term includes prescription drugs illegally obtained and prescription drugs not being used for prescribed purposes.

Alcohol refers to any beverage that contains more than 0.005 percent of alco-

hol by volume, which is capable of use for beverage purposes, either alone or when diluted. "Alcohol abuse" is the excessive use of alcohol in a manner that interferes with (1) physical or psychological functioning, (2) social adaptation, (3) educational performance or (4) occupational functioning.

A&M SYSTEM SANCTIONS

The Texas A&M University System's drug and alcohol abuse policy, regulations and TEES Rule are provided to new employees during orientation and to employees annually. A&M System employees on government grants or contracts must abide by the mandates outlined in

these notices. Criminal drug convictions for a violation occurring in the workplace or on A&M System business must be reported no later than five days after such conviction. The A&M System is required by law to report employee convictions within 10 days. Sanctions

may be imposed on an employee involved as deemed appropriate. Such sanctions may take the form of personnel actions up to and including termination, or requiring the employee to participate satisfactorily in an approved drug abuse assistance or rehabilitation

SUPPORT & COUNSELING

BlueCross BlueShield of Texas 866.295.1212 www.bcbstx.com

Graduate Student Health Plan 800.452.5771 www.aipinternational.com

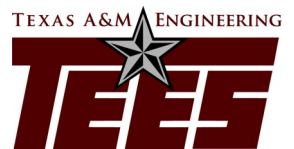
Alcoholics Anonymous 979.361.7976

Narcotics Anonymous 979.822.9094

Brazos Valley Intergroup 979.823.6391 www.bvig.org

Brazos Valley Council on Alcohol and Substance Abuse (BVCASA) 979.823.5300 www.bvcasa.org

Texas First Call for Help— Dial 211 (Provides information on over 1,200 support agencies)



Rule: 34.02.01.E1
SAP: 34.02.01.E1.01
Drug and Alcohol Abuse