Tarleton State University
Drug and Alcohol Abuse
Prevention Report

2020
Biennial Review

Prepared in Compliance with the Drug-Free
Schools and Communities Act (DFSCA)
Academic Years 2018-2019 and 2019-2020

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Introduction

Since its creation, Tarleton State University, a public coeducational institution, has provided a broad-based education. Established by a $100,000 bequest from John Tarleton, an Erath County pioneer, John Tarleton College opened in 1899 as a private preparatory school and college for the youth of the surrounding rural region. During the next decade, students could earn a baccalaureate degree.

In 1908, declining enrollment and inadequate funding caused college officials to reorganize the institution to a two-year degree program. This revised curriculum emphasized a liberal arts education, while retaining the two-year preparatory division. Again in 1916, Tarleton experienced financial difficulties; consequently, the Texas Legislature in 1917 approved the college as a branch of Texas Agricultural and Mechanical College, which would later become The Texas A&M University System (system). John Tarleton Agricultural College, as renamed by the Legislature, retained the two-year degree as well as the preparatory program and specialized curricula in agriculture, home economics, and military science.

To meet the needs of a changing constituency, Tarleton has adjusted and enriched its curriculum since the 1920's. Accredited as a junior college by the Southern Association of Colleges and Schools in 1926, Tarleton gradually redeveloped a liberal arts education. In 1949, the Legislature changed the name of the school to Tarleton State College, and in 1953 the preparatory division was discontinued, reflecting the increased access to public schools throughout the state. By a 1959 act of the Legislature, Tarleton once again became a four-year degree-granting institution, with the first class graduating in 1963. Accredited as a senior college in 1966, Tarleton initiated many new programs, including graduate courses in 1970. Because Tarleton offered a broad liberal arts education within undergraduate and graduate degrees, the Texas Legislature recognized the institution as a university in 1973, and changed the name officially to Tarleton State University. In 2003, a doctoral degree in Educational Leadership was initiated.

Over the past century, Tarleton has grown from a small private college into a thriving state university with over 11,000 students. Today, Tarleton offers degree programs in Waco at the McLennan Community College (MCC) University Center and at several locations within the Southwest Metroplex, to include programs at the Terrell School of Clinical Laboratory Sciences and our new 80-acre Fort Worth Campus site located along the Chisholm Trail Tollway, in Fort Worth. Additional sites include the W. K. Gordon Center for Industrial History of Texas, Museum and Gallery in Thurber, and in Midlothian as part of a Multi-institutional Teaching Center. These locations have enabled Tarleton to meet diverse educational demands from across the state.

For over one hundred years, Tarleton has maintained a commitment to excellence that was the vision of its founder, John Tarleton. This commitment includes the philosophy of providing health and wellness opportunities and education for Tarleton’s students and employees.

Tarleton has an ongoing duty to both students and employees to provide a safe learning and working environment. Key components within this environment include the elimination of alcohol and drug abuse. Because of the responsibility to create a setting where intellectual, physical and
psychological well-being is fostered, Tarleton strives to educate its students and employees in the areas of alcohol and drug abuse prevention.

In a cooperative effort, the following departments have focused efforts to implement programs to promote a healthy environment for the university community and enforce regulations for prevention of alcohol and drug abuse:

- Offices of Student Affairs
- Student Counseling Services
- Student Health Services
- Tarleton Athletics Department
- Tarleton Police Department
- Dean of Students Administrative Office
- Department of Employee Services
- University Compliance and Strategic Initiatives

The focus of the Clery and Drug- Free Schools and Communities Act Compliance Council is to collaborate in a joint effort to review the effectiveness of university alcohol and drug abuse programs and initiatives and to ensure compliance with U.S. Department of Education, The Drug-Free Schools and Campuses Regulations [EDGAR Part 86], reporting requirements.

**Tarleton’s Philosophy and Policy Concerning Alcohol and other Drug Use**

Tarleton State University (Tarleton), as part of The Texas A&M University System (A&M System), strictly prohibits the unlawful manufacture, distribution, possession or use of illicit drugs or alcohol on system property, while on official duty or as part of any system activities. The possession, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws.

The enforcement of alcohol laws on campus is the primary responsibility of the Tarleton Police Department. The possession of alcoholic beverages by anyone under 21 years of age is illegal. With prior university approval, possession and consumption of alcoholic beverages are restricted to special use buildings and facilities as designated by the president, approved by the system chancellor and reported to the Board of Regents on an annual basis. Individuals, organizations or groups violating alcohol or drug policies or laws may be subject to sanctions by the university. Clarification regarding alcohol and controlled substances for students can be found on the Division of Student Affairs website, under [Student Rules](#).

**Tarleton Rule 34.02.01.T1, Drug and Alcohol Abuse Prevention**
**System Policy 34.02, Drug and Alcohol Abuse**
**System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs**
Texas State Laws Governing Alcohol and Drugs

Minor in Possession (MIP) - TX PC Sec. 106.5
A minor (individual under the age of 21) consuming or possessing an alcoholic beverage, except in the visible presence of the minor’s adult parent, guardian or spouse. Class C Misdemeanor.

Public Intoxication (PI) - TX PC Sec. 49.02
Appearing in a public place while intoxicated so much that the person may endanger him/herself or another person. Class

Driving under the Influence (DUI) - TX PC Sec. 106.041
A minor is operating a motor vehicle in a public place while having any detectable amount of alcohol in the minor’s system. Class C Misdemeanor.

Driving While Intoxicated (DWI) - TX PC Sec 49.04
Operating a motor vehicle, aircraft or watercraft in a public place while intoxicated. A blood alcohol concentration (BAC) of .08 will automatically be a DWI, but this is not the only criterion. Class B Misdemeanor.

Providing Alcohol to a Minor or Purchasing Alcohol for a Minor – TX PC Sec. 106.6
The providing of alcohol to a minor, the purchasing of alcohol for a minor or the providing for a location for minors to drink is a violation of state law. Class A Misdemeanor.

Penalties
Class C Misdemeanor
Fine up to $500; additional penalties include community service, an alcohol-awareness course and 180-days to one-year driver’s license suspension.

Class B Misdemeanor
Fine up to $2,000; additional penalties include community service and jail confinement not to exceed 180 days.

Class A Misdemeanor
Fine up to $4,000; additional penalties include up to one year in jail and a 180-days driver’s license suspension.

Alcoholic Beverages
The possession, sale, or furnishing of alcoholic beverages on the Tarleton campus is governed by statements in the Student Rules, in the Student Code of Conduct section, and Texas state law. Laws regarding the possession, sale, consumption, or furnishing of alcohol is controlled by the Texas Alcoholic Beverage Commission (TABC). The enforcement of alcohol laws on campus is the primary responsibility of the UPD. The possession, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws. Violators may be subject to university disciplinary action, criminal prosecution, and fine and imprisonment (or a combination). It is unlawful to sell, furnish, or provide alcoholic beverages to a person under the age of 21. The possession of alcoholic beverages by anyone less than 21 years of age is illegal. It is also a violation of the student code of conduct for anyone to possess or consume alcohol in any public or private area of campus without prior university approval. Organizations or groups violating alcohol or drug
policies or laws may be subject to sanctions by the university. Additional clarification regarding alcohol and controlled substances policies can be found in the Student Code of Conduct.

**Illegal Drugs**
The Tarleton campus has been designated “Drug Free.” The unlawful possession, sale, manufacture, or distribution of any illegal drugs, controlled substances and/or drug paraphernalia is illegal under both state and federal laws. These laws are strictly enforced by the UPD. Violators may be subject to university disciplinary action, criminal prosecution, and fine and imprisonment (or a combination). The university reserves the right to employ an outside agency to assist in the detection of illegal drugs, controlled substances and/or drug paraphernalia.

**Alcohol and Drug Education Program Initiatives**

Tarleton’s drug and alcohol abuse prevention efforts and activities for students and employees are many and varied. This section outlines strategies and programs used by campus administration.

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**Division of Student Affairs**
The Division of Student Affairs is committed to implementing programs that are effective at reducing abusive drinking behavior and its consequences. As such, research is used to identify programs most likely to be effective with college students. Potential initiatives have been tailored to suit Tarleton’s culture. The following initiatives are intended to impact students at the environmental and at the individual level. The long-term strategy is to progressively change the culture of drinking at Tarleton by providing accurate information to students including normative data as well as accurate information about substances; normalizing harm-reduction tactics and non-drinking/non-use behavior; encouraging student wellness, including building coping skills and healthy connections and social lives. The long-term outcome is to reduce the number of students who engage in abusive drinking and other self-destructive behaviors that affect academic performance and future wellness.

**Student Affairs Programming and Outreach**

**EverFi Prevention Programming**
All first-time in college and transfer students are required to complete online training on sexual assault and substance abuse prevention. Tarleton is currently using programs provided by EverFi, a recognized leader in prevention education. Students are assigned Sexual Assault Prevention for Undergraduates or Sexual Assault Prevention for Adult Learners, depending on several factors. Stephenville students are also assigned Alcohol Edu. Both trainings provide definitions, require students to acknowledge campus policies, teach skills, and provide campus, community, and online resources.

**Risk Management Training for Student Organizations**
The Division of Student Affairs provides risk management training to officers and advisors of registered student organizations each year. This training includes information regarding the terminology, definitions, and the resources that are available to report an incident and in obtaining support. This training module was enhanced in 2014 to include information on domestic violence, dating violence, stalking, and other topics.
Summer Programming for New Students
Summer programming for students new to Tarleton reflected an emphasis on the university’s core values of integrity, leadership, tradition, civility, excellence and service. Students who attended Duck Camp learned social norming information about alcohol. During Transition Week, students participated in bystander intervention training during which they again learned about the role of alcohol in violence, how to spot warning signs of an impending assault, and how to safely take action. Some students received additional training via classroom presentations during First Year Seminar (FYS) courses.

National Collegiate Alcohol Awareness Week (3rd week of October)
During NCAA week, Student Counseling Services partners with student groups and other departments to share information with students regarding harm-reduction tips, medical amnesty information, standard drink information, etc. Social norming messages are also shared through social media channels in collaboration with Student Life Marketing and Communications.

Residence Hall Outreach
Counseling Services offered workshops in various residence halls in the fall, primarily addressing marijuana and in the spring addressing substance use and abuse.

Spring Break Programming
Many Tarleton students look forward to Spring Break and travel to places which are often viewed as party destinations. There are unmistakable alcohol-related hazards associated with many Spring Break destinations.

Outreach for 2018 and 2019 included education about alcohol and illegal substance use; laws related to drinking, driving, and illegal substance use; education about harm-reduction tactics; and education about the medical amnesty law and policy.

Safe Larry Joe Taylor (LJT)
In the spring of 2017, Student Counseling Services partnered with the Taylor family and staff to launch a prevention campaign for the Larry Joe Taylor Texas Music Festival (LJT). This partnership has continued since that time. The festival takes place about 10 miles outside of the City of Stephenville every April, and is heavily attended by Tarleton students. The festival environment is conducive to high-risk behavior and results in an increase level of risk for attendees. There is a large volume of people on the festival grounds (~fifty thousand at peak times); alcohol is readily available and heavily consumed; many attendees camp onsite, which means many of them are returning to their sites in the early morning hours, heavily intoxicated, and in some areas of the campgrounds, in complete darkness. The Taylor family and festival staff were already invested in safety, with a heavy presence of both law enforcement and private security, onsite medical staff, water available to festival-goers, and extra lighting throughout much of the grounds. In 2017, both entities worked together to develop a slogan (see something/say something), a hashtag (#SafeLJT), and intentional messaging from key outlets including the Taylor family. Messaging addressed both violence prevention, substance abuse prevention, and the intersection of the two. Those efforts continued during 2018 and 2019. Highlights included:

- A new letter written by the Taylor family, published on their website and in their print programs, promoting harm-reduction tips and active bystander strategies
• On-campus event sharing safety information with students and promoting harm reduction and bystander skills
• Safe LJT bracelets that were made available to fans as a visual reminder regarding safety - Taylor staff reported festival-goers requesting the bracelets, and all of them (5,000) were given away
• Brief bystander training with the Taylor family and staff members prior to the event
• Messaging provided during the event in the form of announcements from the main stage and messages on the jumbotrons regarding safety, including promoting active bystander behaviors
• Social media campaign through Student Affairs and Festival channels, resulting in 55,252 impressions just on Twitter in 2018. Content included:
  o Harm reduction strategies
  o Signs of alcohol poisoning,
  o medical amnesty info
  o Bystander information and tips
  o Information about food, water, and support staff available on-site

The Taylor family reports increasing active bystander behaviors each year, in the form of festival-goers (and in at least one case, an artist) seeking out staff and/or law enforcement when they saw concerning behavior; a decrease in onsite beer sales; a decrease in primitive camping (the camping area that historically has some of the greater risk factors and where concerning behavior has allegedly occurred) combined with an increase in use of the safe-ride program that provides free rides to / from the event each year.

Alcohol-Free Programming
Students have access to ongoing activities and programs that are alcohol-free throughout the academic year. Examples include:
• Students have access to the Campus Rec Center seven days a week. The Rec Center maintains evening and holiday hours. Within the rec students not only have access to workout equipment, an indoor track, racquetball courts, and a climbing wall, classes are offered at various times each day.
• The Rec Center also houses the Outdoor Pursuits office which coordinates a variety of trips throughout each academic year and rents equipment to students, faculty, and staff.
• The Stephenville community has a paved walking trail and disc-golf course that are free to use and located at the local park. The community Parks and Recreation department host a variety of events throughout the year.
• Students may access the Thompson Student Center year-round. The center houses ping pong and pool tables as well as video game systems students can check out from the information desk. Study and meeting areas are available and a food court is located on the main floor.
• Tarleton has a vibrant fine arts community, and a variety of theater and music productions are available to faculty, staff, and students each semester.
• Tarleton has a strong athletic department that is active year-round. Tarleton teams have taken top honors in their conference many times and attendance at events is typically strong. Athletic events are alcohol free, and most weeks there is an athletic event available to attend on campus.
• A variety of service-oriented opportunities are available to students, faculty, and staff each year. Tarleton coordinates a service-oriented spring break trip each year and hosts a service
day each spring. Students have the opportunity to engage in service learning as part of Tarleton’s Applied Learning Experiences.

- Tarleton’s Office of Student Involvement, Spirit and Traditions, and Family Relations and the Tarleton Activities Board coordinate a variety of activities each semester that are available at various times including evenings and weekends. The majority of events are free to students and available at various campuses.

**Intervention Services and Training**

Student Counseling Services addresses a wide arrange of student needs, including concerns around substance use and abuse. Over the past several years SCS has provided the following:

- **Brief Alcohol Screening Intervention for College Students (BASICS)** as a sanction option for students who receive an alcohol-related sanction through Judicial Affairs. The BASICS program consists of two face-to-face meetings with an online component completed between the sessions.
- **Cannabis Screening and Brief Intervention for College Students (CASICS)** as a sanction option for students who receive a cannabis-related sanction through Dean of Students Administrative Office. CASICS is also 2-sessions with an online component.
- A sanction process for student athletes who test positive or show signs of substance abuse
- Screenings and brief interventions relating to alcohol and marijuana use, usually embedded within outreach events and programming
- Ongoing counseling, which students may access as-needed, for as long as needed while they are enrolled.
- Consultation services for faculty, staff, and students who have concerns about a student
- **Mental Health First Aid training** which helps faculty, staff, and students recognize and respond appropriately to crises, including the use / abuse of substances.
- Additional training for faculty, staff, and students regarding recognizing and responding appropriately to substance use / abuse.

**Residence Life**

**Residential Leader Training**

The Residential Leaders (RL) undergo a week-long training session prior to the residence halls opening in August. During training, the staff is educated on issues surrounding alcohol and drug use on Tarleton’s Stephenville campus. The following describes the session presentations:

- **Alcohol & Drug Training:** The RL staff is trained to identify a student who has had excessive alcohol and how to address the student. They are introduced to different resources that are available on campus which include both counseling and educational programs.

- **Writing Incident Reports:** The RL staff receives education regarding documentation of an alcohol related incident. The staff is trained to identify the behaviors of students who have been drinking and how to respond to the situation.

- **Behind Closed Doors:** This session is an opportunity for the RL staff to practice handling various problematic scenarios they may encounter, including alcohol and drug related incidents, in a controlled environment. The RL is introduced to different scenarios in an
incident training simulation. During the simulation, they are provided with instant feedback to improve their skills from professional staff members.

- **Confidentiality:** The RL staff is introduced to the regulations associated with the Family Educational Rights and Privacy Act (FERPA).

- **Residence Hall Guidelines:** The RL staff is introduced to the guidelines and procedures included in the Guide to Community Living.

- **Transformational Model:** The RL staff is introduced to the relationship development model that is utilized by Residence Life. The focus of the model is getting RLs familiar with respective residents to provide support in areas such as academics, connection to the campus, and personal development.

**Residential Hall Director Training**
The full-time Residential Hall Directors undergo additional training prior to the start of move in for each academic year. Residential Hall Directors (RHD) also attend RL training and receive periodic additional training including topics such as:

- **Incident Response:** The RHDs are trained to respond to incident and crisis situations. RHDs respond, document and follow up on incidents to build an environment that adheres to university guidelines. RHDs also submit updates for the university database system used to track behavioral incidents in the residence halls.

- **Confidentiality:** The RHDs are provided insights into the legal matters related to the regulations associated with the Family Educational Rights and Privacy Act (FERPA).

- **Residence Hall Guidelines:** The RHDs review the guidelines included in the Guide to Community Living.

- **Transformational Model:** The RHDs review the relationship development model utilized by Residential Living & Learning. The model focus deals with familiarization of residents to provide support in areas such as academics, connection to the campus, and personal development.

- **Student Conflict Resolution:** The RHDs are introduced to associated responsibilities in helping solve student conflicts ranging from roommate problems to incident response and crisis intervention.

**Employee Assistance Programs**
Tarleton’s Employee Assistance Program (EAP) provides free and confidential assessments, short-term counseling, referrals, prevention, and education services for faculty and staff employees and their dependents. Information regarding the EAP program may be found on the Employee Services web page and printable brochure is available online EAP Brochure, and is manually distributed. The EAP Helpline and contact information is also linked on the Title IX web page.

Also, the Employee Services Department can assist employees in finding counselors, drug or alcohol abuse assistance programs, and treatment facilities upon request by the employee.
Employees may request this information from any Employee Services representative by email, telephone, or face-to-face.

**Educational Efforts**
Each new employee receives a copy of The Texas A&M University System Policy 34.02 and Regulation 34.02.01, *Drug and Alcohol Abuse and Rehabilitation Programs*. New employees acknowledge receipt of the policy and regulation through signed acknowledgements which are filed in the personnel files. Current employees receive annual notification and reminder of the policy and regulation by email. The email contains links to the policy which can be downloaded at any time.

**Alcohol and Drug Testing**
Employees may be tested for alcohol and/or drugs due to reasonable suspicion, following a job in jeopardy agreement, or because they are required to participate in alcohol and drug testing per the Texas Department of Transportation regulations.

**Alcohol and Other Drug Program Goals and Effectiveness**

**Student Affairs Programming and Intervention**

**Goals/Program Outcomes:**
- Increase student knowledge of basic drug and alcohol information
- Increase student knowledge of harm-reduction strategies
- Increase student skills in reducing risk, managing pressure to drink / use, and recognizing an alcohol-related emergency
- Reduce high-risk substance use behavior
- Develop a student culture at Tarleton in which abstinence and responsible drinking are endorsed by students.

**Assessment**

**EverFi**
As students complete EverFi online training, they first complete a brief pre-test, and then they are prompted throughout the courses to answer additional questions. Some of the questions ask about students’ behaviors, experiences, and beliefs. Some of the questions test students’ knowledge of the content. When students answer the content-based questions incorrectly, the program provides feedback and gives them the opportunity to answer again until the correct answer is selected, so students know the correct answer by the time they complete each section. Tarleton then uses this information to better inform our prevention activities. Data indicate improved scores on EverFi’s post-completion data. Post-test data showed improved scores. There is also qualitative data showing students’ ability to identify harm-reduction strategies they will use and healthy coping-skills they can use.

**Employee Assistance Program Assessment**

**Goals/Program Outcomes:**
- Raise employee awareness of alcohol and drug abuse in the workplace
- Provide referral for substance abuse
• Increase awareness programming through Revive Wellness

The Employee Services Department distributes the brochure, “Prevention of Alcohol Abuse and Illicit Drug Use,” to all new employees upon hire and annually to all employees. The document defines alcohol, alcohol abuse, controlled substances, and illicit drugs. The document also describes the health risks associated with alcohol and substance abuse, and links to the A&M System sanctions and criminal sanctions.

The Employee Services Department provides all budgeted faculty and staff with free and confidential access to the Employee Assistance Program. The EAP is a university sponsored program that provides free and confidential assessments, short-term counseling, referrals, prevention and education services to employees and their dependents. The EAP also hosts a website with resources and assessment tools. EAP provides monthly newsletters and hosts training sessions about creating healthy work-life balance.

The Employee Services Department provides guidance and direction in the application of all state and federal laws pertaining to substance abuse in the workplace. When abuse of alcohol or drugs is suspected in the workplace, Employee Services works with supervisors in determining effective action. Where an employee rejects mandatory alcohol and drug treatment or fails to meet the terms of applicable disciplinary sanctions, disciplinary measures including termination may result.

Sanction Enforcement

The biennial report includes a review of consistent enforcement of sanctions. A student or employee found responsible of noncompliance with federal or state laws or institutional policies, regulations, and/or rules regarding alcohol or other drug policies has committed a violation and is subject to sanctions commensurate with the offenses and any aggravating and mitigating circumstances.

Disciplinary action in cases involving drug related violations by students may result in suspension, or expulsion from Tarleton State University. Cases involving employees result in disciplinary sanctions up to and including termination. Severity of sanctions will depend upon the nature and seriousness of each case.

Tarleton Police Department

An annual review is conducted in order to:

• Determine the number of drug and alcohol-related violations and fatalities that occur on the campus or as part of any institution’s activities.
• Determine the number and type of sanctions that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution campus or institutions activities.
• Ensure that the state law is consistently enforced.

The following chart shows statistical data collected on drug and alcohol arrests and disciplinary actions as reported in Tarleton’s Annual Security Report.
OFF-CAMPUS CRIMINAL ACTIVITY

When a Tarleton student is involved in an off-campus offense, UPD officers may assist with the investigation in cooperation with local, state, or federal law enforcement. Stephenville police officers routinely work and communicate with Tarleton police officers on any serious incidents occurring on-campus or in the immediate neighborhood and business areas surrounding the Stephenville campus. Tarleton does not operate any off-campus housing or off-campus student organization facilities; however, many students live in the neighborhoods surrounding the Stephenville campus. While the Stephenville Police Department has primary jurisdiction in all areas off-campus, UPD officers may respond to student-related incidents that occur in close proximity to campus. UPD officers have direct communication with the Stephenville Police Department, Fire Department, and ambulance services to facilitate rapid emergency response.

Dean of Students Administrative Office

The Dean of Students Administrative Office handles alleged violations of university rules and/or student rules on Tarleton State University premises. Violations of any state or federal law pertaining to controlled substances that occur off campus and are not associated with a connected activity may also result in conduct charges in situations where the continued presence of the individual on campus is likely to interfere with the educational process and/or the orderly operation of Tarleton State University. Tarleton State University conduct proceedings will comply with the procedures outlined in the university rules and procedures as well as the student rules. Any conduct action imposed by Tarleton State University may precede and be in addition to any penalty imposed by authorities off campus.

The chart below provides the number of total violations for the fall and spring semesters of the Academic Year (AY) 2018-2019 and AY 2019-2020 academic years. For charts included in this section, the numbers represent individual charges of policies where a student accepted and/or was found responsible. Multiple charges may apply to the same individual.
As it relates to alcohol incidents specifically, those incidents accounted for approximately 18% of the total number of conduct violations seen by the Dean of Students Administrative Office during this time. As it pertains to violations of the illegal drugs policy, that number of violations accounted for approximately 4% of the total number of cases seen in the Dean of Students Administrative Office.

The following table and charts provide specific numbers relating to alcohol and other drug violations as they relate to other policy violations.
As in most prior biennial cycles, alcohol violations are more prevalent in the fall semester. In part, this may be attributed to the number of home football games that occur during fall semester. The University Police Department, along with other law enforcement agencies, take a proactive stance in addressing apparent violations of alcohol laws and policies. All violations are referred to the Dean of Students Administrative Office. Violations of the illegal drugs and controlled substances policy are slightly varied. For this biennial cycle, the fall semesters have a higher number of drug violations.

**Disciplinary Sanctions**

A variety of sanctions are typically assigned for violations of institutional alcohol policy. The most common sanction affecting a student’s status is Conduct Probation. The Conduct Probation status in combination with educational requirements and intervention provides an educational tone versus a consequence or punitive model. Conduct Probation is a sanction that will be removed from the student's confidential record in the Dean of Students Administrative Office at the end of the period of probation. When necessary, Disciplinary Probation may be implemented, which is the next sanction affecting a student’s status with highest frequency with an extensive alcohol education program. This sanction is typically given in conjunction, but not required to be, with 7.2 Loss of Privileges. Any finding of a violation of the Code of Student Conduct during a term of disciplinary probation may result in consideration of suspension, or expulsion as an appropriate sanction. Disciplinary Probation is considered not in good standing for the student or organization and becomes a permanent part of the student's confidential record.

Students are generally assigned a variety of additional educational sanctions in addition to a review or probationary period. These most often fall under the category of Educational Requirements and include having the student attend an Alcohol Education Workshop or Drug Education Workshop, and/or complete a reflective writing assignment. Depending on their affiliation, students who live in on-campus residence halls or who are members of student organizations may also be assigned sanctions that impact their standing within those organizations. For more severe violations of the alcohol policy and for many violations of the illegal drugs and controlled substances policy, students face the potential of being separated from school (suspended or expelled) because of the violation.

There has been a shift in consequences with establishment of the Alcohol and Drug-Violence Prevention Program within the Student Counseling Services. Student found responsible for violation of alcohol and/or drug rule are now sent for Alcohol and Drug Education.

The chart below provides the number of Alcohol and Drug Education sanctions for the fall and spring semesters of the Academic Year (AY) 2018-2019 and AY 2019-2020.
STUDENT ATHLETES

Statement of Purpose

The Drug Education and Testing Program at Tarleton is separate and distinct from the NCAA program.

Drug education along with drug testing deters drug use and/or abuse. Mandatory drug education for student-athletes are required. Drug education activities will include information from the NCAA, National Center for Drug Free Sport, and educational sessions over varied topics.

Individuals Subject to This Policy

Student-athletes who participate in intercollegiate athletics will be in compliance with this policy and are subject to drug testing. Compliance is required regardless of any athletic financial assistance. Any individual participating in intercollegiate athletics may refuse drug testing. However, refusal to consent to be tested will result in denial or forfeiture of participation in intercollegiate athletics at Tarleton. The denial or forfeiture will also include any athletic financial assistance provided to the student-athlete by Tarleton.

Each student-athlete must read and sign the drug testing consent statement. If a student-athlete is a minor (under the age of 18), his/her parents or legal guardians will be notified of the drug testing procedures and be provided with a copy of the drug testing policy and procedures. Parents or legal guardians must read and sign a drug testing consent statement, giving the Athletics Department permission to drug test their son/daughter. The statement must be returned to the athletics compliance officer before testing is performed. The penalty for not completing this form prior to a scheduled drug test is the same as the penalty for testing positive.

Alcohol

Tarleton does not condone the use of alcohol by its student-athletes. Arrests for MIP (minor in possession), DUI (driving under the influence), DWI (driving while intoxicated), PI (public intoxication) or Contributing to a Minor will not be tolerated. Any student-athlete arrested for any
alcohol-related offense is suspended from practice and competition until reinstated by the Director of Athletics. This suspension will remain in effect until all charges have been cleared.

EMPLOYEES

Employees who violate The Texas A&M University System substance abuse policy and regulation are subject to discipline up to and including termination. If not terminated, employees in violation of the policy or regulation may be asked to sign a Job in Jeopardy Agreement, which requires participation and completion of a substance abuse program. Failure to successfully complete the program may result in immediate dismissal.

Summary of Alcohol and Other Drug Program Strengths and Weaknesses

Student Affairs- Substance Abuse and Violence Prevention Program

Substance Abuse and Violence Prevention efforts are imbedded within Student Counseling Services. Strengths and weaknesses of the program include:

Strengths

- SCS uses evidence-based tools and best-practices when delivering programming and interventions. Many of the tools used are identified as having a higher effectiveness in the College AIM Matrix including:
  - Alcohol Edu (IND-17)
  - eCheckup to Go (IND-21)
  - In-person brief, motivational intervention (IND-16)
  - In-person, normative re-education (IND-3)
- SCS works collaboratively across departments and divisions to deliver a comprehensive prevention program that includes electronic communication and marketing (social media, email, etc.); passive programming in the residence halls; in-person presentations and workshops, and individual-level interventions. Marketing efforts revolve around addressing normative misperceptions and promoting and amplifying healthy behavior.
- SCS staff are well-trained. SCS sends staff annually to NASPA’s Strategies conference focused on substance abuse prevention, violence prevention, and mental health and wellness. In 2020, SCS leadership presented at NASPA Strategies.
- SCS staff have built collaborative relationships across the campus that allow for the infusion of prevention efforts into many areas of campus. For example, SCS and housing work closely together, allowing SCS to provide training to housing personnel and resulting in increasing referrals from housing for services.
- The Assistant Director who oversees prevention efforts chairs the campus AOD Advisory Council, which was created in 2017. The council serves as the only ongoing advisory body to address substance use / abuse as previous committees were time-limited and / or only convened for a narrow purpose.

Weaknesses
- Like many campuses, Tarleton’s counseling department has faced increasing demand for services each semester with little expansion in staff. There are no full-time prevention practitioners; in fact, all of the staff have multiple roles.
- Prevention efforts frequently take a back seat to immediate, clinical needs.
- The AOD Council meetings have been less consistent over the past year than previous years as SCS staff have taken on case overloads and additional responsibilities to meet student mental health needs and to respond to crises and emergencies, particularly in light of the 2020 pandemic.
- Data collection around AOD and wellness-related topics has historically been inconsistent. Tarleton has previously used the ACHA to gather health and wellness related data about the whole student body (versus just incoming students) but has not used it consistently or recently.
- Like prevention efforts broadly, data collection and use often takes a back seat to more pressing demands. There is no one with a designated role of collecting and providing data, overseeing the deployment of appropriate instruments like the ACHA, etc.
- Enforcement of online training requirements has lessened as campus dynamics have changed over the past few years, with completion rates for the fall 2020 hovering around 50%.

**EMPLOYEE SERVICES**

The Department of Employee Services has a number of strengths involving the provision of informational sources for employees with regard to specific communication channels. The brochure, “Prevention of Alcohol Abuse and Illicit Drug Use” is distributed to all employees initially upon hire via the employment packet, covered in new hire orientation and distributed annually thereafter. The document defines alcohol, alcohol abuse, controlled substances, and illicit drugs. The document also describes the health risks associated with alcohol and substance abuse along with an explanation of sanctions for violations of university policy and/or criminal statutes. Tarleton Rule 34.02.01.T1 Drug and Alcohol Abuse Prevention, provides guidance to employees addicted to alcohol or drugs.

**Distribution of Information to Students and Employees**

**Annual Notification**

Faculty, staff, and students are made aware of Tarleton’s alcohol and drug abuse education and prevention programs and additional resource information via annual email notifications which are sent each year to all students, staff, and faculty.

**Resource information includes the following:**

Texas A&M University System Policy and Regulations:

34.02 Drug and Alcohol Abuse

[http://policies.tamus.edu/34-02.pdf](http://policies.tamus.edu/34-02.pdf)
34.02.01 Drug and Alcohol Abuse and Rehabilitation Programs

http://policies.tamus.edu/34-02-01.pdf

34.03 Alcoholic Beverages

http://policies.tamus.edu/34-03.pdf

Tarleton State University Rule

34.02.01.T1 Drug and Alcohol Abuse Prevention

https://www.tarleton.edu/policy/documents/34_02_01_T1.pdf

Brochure provided by Employee Services Department.

“Prevention of Alcohol Abuse and Illicit Drug Use.”

Student-Athlete General Assembly

Tarleton Student-Athlete Handbook distributed; provides information concerning the drug education and testing program.

The NCAA Banned Drugs List may be found at the following link:


Texas State Drug and Alcohol Laws:

Alcoholic Beverage Code, Title 4

https://statutes.capitol.texas.gov/Docs/AL/htm/AL.106.htm

Regulatory and Penal Provisions; Chapter 101, General Criminal Provision Alcoholic Beverage Code Chapter 106, Provisions Relating to Age

Health & Safety Code Subtitle C. Substance Abuse Regulation and Crimes

Chapter 481, Texas Controlled Substances Act

https://statutes.capitol.texas.gov/Docs/HS/htm/HS.481.htm

Recommendations

- The Clery and Drug-Free Schools and Communities Act Compliance Council will look at new ways to distribute alcohol and drug abuse prevention information and notifications in order to increase the likelihood that students and employees will read the information. Consideration should be given to internet platforms such as Twitter, Facebook or other social media forums.
- Enhance opportunities for educating Tarleton employees about the dangers of drugs and alcohol via the Employee Services Department website, the Revive Wellness Website, and various health-based and insurance providers.
- Update the existing Alcohol and Other Drug Advisory Council (created in 2017) to include a current cross-section of representation from Student Health Services, Student Counseling Center, the Dean of Students Administrative Office, university law
enforcement, local law enforcement, athletics, academic partners, and other appropriate stakeholders

- Task the council with identifying and implementing an appropriate, campus-wide assessment tool to gather updated, accurate information regarding student substance use beyond exclusively first-year students
- Task the council with updating the existing Alcohol and Other Drug strategic plan for adoption by the university president, using data from the aforementioned assessment instrument and the university’s new strategic plan to inform the plan
- Develop a plan for phasing out online education or revamping enforcement of completion
- Build on existing efforts to embed prevention efforts into a holistic wellness model that, in addition to specifically addressing substance use, also:
  - Promotes healthy coping skills
  - Promotes, normalizes, and amplifies healthy behavior
  - Promotes opportunities for students to build a healthy social network
  - Provides opportunities for substance-free activities