



TEXAS SOUTHMOST
COLLEGE

STANDARD OPERATING PROCEDURES

MANUAL



Drug-Free School and Communities

Mario A. Garcia, LPC

Drug-Free School and Communities Program Policy

Texas Southmost College (TSC) abides by the Drug-Free School and Communities Act Amendments of 1989, (Public Law 101-226). TSC an institution of higher education (IHE), state education agency (SEA), and/ or local education agency (LEA) as a condition of receiving funds must implement a program to create a drug- free environments on campus or campus sponsored events. Therefore, TSC prohibits any possession, distribution, and/ or manufacture of illicit drugs or alcohol by both students and employees (21 U.S. Code § 844.).

In order to be able to certify its compliance with the regulations, an IHE such as Texas Southmost College (TSC), must adopt and implement a drug prevention program that includes the following:

1. An annual written report for each employee and student who is participating in one or more class for a credit must be distributed the following information.
 - a. Both, an employee and student standards of conduct that includes the unlawful possession, manufacture, distribution, or use of illicit drugs and alcohol within campus property or events(34(A) § 86.100).
 - b. The legal repercussions described at a local, State, and Federal level for the possession or distribution of drugs and alcohol (34(A) §86.100).
 - c. Identification of the health hazards of consuming and abusing drugs and alcohol (34(A) §86.100).
 - d. Preventative and intervention resources must be identified/ implemented such as drug and alcohol counseling, treatment, and resources to include rehabilitation for both students and employees (34(A) §86.100).
 - e. A clear declaration that TSC (IHE) will enforce necessary corrective actions to violations under the local, State, and Federal laws. A full description identified by the employee and student standards of conduct will include a detailed account of sanctions. Including expulsion/termination of employment, completion of a rehabilitation program, and referral for prosecution as is appropriate (34(A) §86.100).
2. TSC will facilitate a biennial review of the drug free school and community program by completing the following:
 - a. Measure and review the effectiveness of program and implement necessary changes as appropriate (34(A) §86.100).
 - b. Enforce consistently the corrective actions to the violations identified in the student and employee standard of conducts (34(A) §86.100).

Drug-Free School and Communities Act Committee

The Drug-Free School and Communities Act committee will consist of individuals from TSC Counseling and Student and Accessibility department, Human Resources, Student Services and Civility Office, and TSC Security and Risk Management. These individuals will take the task of identifying needs, strengths, and consistency of the Drug-Free School and Communities Act Biennial Review.

Department Members:

Counseling and Student Accessibility- Mario A. Garcia, LPC - Counselor

Office of Student Life- Dr. Armando Ponce, Executive Director of Student Life & Civility

Department of Risk Management- Nathanael Flores, Coordinator of Emergency Management

Human Resource Department- Kim Sanchez, Coordinator of Human Resources

Standard Operating Procedures of Development and Review of Drug-Free School and Communities Act Biennial Review

I. Development of Drug-Free School and Communities Act Biennial Review

The Drug-Free School and Communities Act Biennial Review will be identified through the compiled documents including security reports, employee orientation/ refreshers, EAP, campus-wide surveys, and open discussions with departments of strengths and needs through the collaboration of each member within committee.

Texas Southmost College Drug Prevention Program and review will include the following main factors:

- a. The review and up to date laws and guidelines that apply within the drug prevention program. Including but not limited to local, state, and federal laws.
- b. Standard of conduct that strictly prohibit the unlawful possession and use of illicit drugs and alcohol by any employee or student within campus grounds. Sanctions that will be enforced in response to a violation of any of the identified standards of conduct.
- c. Identified health risks and consequences of use of illicit drugs.
- d. Resources will be provided including counseling for both students/ employees, and community resources available. In addition, employees will have access to EAP counseling services.

II. Distribution of Information

To ensure the Drug-Free School and Communities Act Biennial Review is distributed appropriately on an annual basis. The biennial review will be distributed no later than the official record date during the Fall Semester:

- a. Human Resource department will provide new employees the policy and program at the New Employee Orientation and or refreshers as needed.
- b. All employees will be informed of policy and program annually via electronic mail.
- c. Students will be informed of policy and program annually via electronic mail
- d. Both employees and students will be sent a Drug Free School and Communities Act Survey addressing effectiveness and awareness annually during Spring Semesters.

III. Assembly to Address Program Effectiveness

In order to ensure the biennial review is conducted, and submitted in an effective manner the committee will assemble biennially.

- a. Biennially the committee comprised of representatives of the TSC Counseling and Student and Accessibility department, Human Resources, Student Services and Civility Office, and TSC Security and Risk Management will conduct review and the effectiveness of the program.
- b. The committee will identify the effectiveness of the procedures and implement any needed changes.
- c. Identify and report the number of drug and alcohol related violations that occurred at TSC campus.
- d. The committee will review current types of sanctions, number of, and appropriateness of sanctions.

Lastly, the committee will ensure the safety of students and employees by reviewing, measuring, and distributing the Drug Free School and Communities Act Biennial Review in a timely manner.





TEXAS SOUTHMOST
COLLEGE

Drug Free Schools and Communities Act Biennial Review Summary 2020 – 2022 Academic Year

Published: August 2022
Report Completed By: Mario A. Garcia, LPC

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Introduction to Drug-Free Schools & Communities Regulations and Compliance Guidelines

The Drug-Free School and Communities Act Amendments of 1989, Public Law 101-226, requires that, as a condition of receiving funds or any other form of financial assistance under any deferral program, institution of higher education (IHE), state education agency (SEA), or local educational agency (LEA) must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

In order to be able to certify its compliance with the regulations, an IHE such as Texas Southmost College (TSC), must adopt and implement a drug prevention program that includes the following:

1. Annually notify each employee and student, in writing, of standards of conduct; a description of appropriate sanctions for violation of federal, state, and local law and campus policy; a description of health risks associated with alcohol and other drug (AOD) use; and a description of available treatment programs.
2. Develop a sound method for distributing annual notification information to every student and staff member each year.
3. Prepare a biennial review on the effectiveness of its AOD programs and the consistency of sanction enforcement.
4. Maintain its biennial review on file, so that, if requested to do so by the U.S. Department of Education, the campus can submit it.

The law further requires that the institution conduct a biennial review of its program with the following objectives:

- Determine the effectiveness of the policy and implement changes to the alcohol and other drug programs if they are needed; and
- Ensure that the sanctions developed are consistently enforced.

Research on Alcohol and Drug Use

Drug and alcohol use, misuse, and abuse are complex behaviors with many outcomes at both the cultural and the individual levels. Awareness of the dangerous effects of drug/alcohol use is imperative for an individual's well-being or survival. Negative consequences of drug/alcohol may be exhibited through physical dependence (the body's learned requirement of a drug for functioning) or psychological dependence (the experiencing of persistent craving for the drug and/or a feeling the drug/alcohol is a requirement for functioning) (Winters, 2004).

Abuse of any drug/alcohol whether licit or illicit may result in marginal to marked, temporary to permanent physical and/or psychological damage, even death. Illicit drugs are manufactured and sold illegally without regulations, therefore their content varies and they may contain harmful ingredients or dosage amounts.

Dependence on drugs and/or alcohol alters the user's psychological functioning where the acquisition of drugs and alcohol becomes the primary focus of the individual, often resulting in reduced job performance, social problems, and relationship issues. Criminal behavior is frequently the means for financing a drug habit.

Behavior patterns often include violence and assault as the individual becomes increasingly drug/alcohol dependent. Social and psychological alienation and medical problems increase as the abuser becomes dependent on drugs/alcohol (Winters, 2004).

Drug/alcohol counseling and referrals are available at the Counseling and Student Accessibility Resources Office. Information regarding substance abuse counseling is available for employees through the Employee Assistance Program. Information regarding the Employee Assistance Program is available at the Human Resources Office.

Health Risks Associated with Alcohol and Drug Usage

Information about health risks associated with alcohol and drug use can be found in Information pamphlets at the Office of Counseling and Student Accessibility Resources and Human Resources, conferences /workshops, and, Drug Free Workplace Notice with links for information regarding health risks are posted around campus.

Drug Type	Common Name	Health Risks
Alcohol	Booze, beer, wine, coolers, liquor	High blood pressure, higher risk of sexually transmitted diseases & unplanned pregnancy, depression, lowered resistance to disease, insomnia
Marijuana	Grass, reefer, pot, weed	Damage to heart, lungs, brain, lung cancer, decreased motivation, depression, paranoia, impaired memory
Steroids	Anabolic/Andreno-genic (roids, juice)	High blood pressure, liver and kidney damage, acne, artrophy of testes, breast enlargement in men, breast reduction in women, aggressiveness, mood swings
Solvents-Inhalants	Acetone, freons, nitrous oxide	Heart failure, respiratory arrest, liver and brain damage
Depressants	Alcohol, ludes, barbiturates	Liver damage, convulsions, depression, disorientation, insomnia
Hallucinogens	PCP, LSD, angel dust, mushrooms	Agitation, extreme hyperactivity, reduced eating, flashbacks
Stimulants	Cocaine, crack, amphetamines, diet pills	Headaches, depression; malnutrition, anorexia, strokes, seizures
Narcotics	Smack, codeine, heroine, lords	Respiratory arrest, sleepiness, organ and lung damage, nausea
Tobacco		Lung cancer, emphyzema, oral cancer

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These immediate effects are most often the result of binge drinking. Some of the immediate effects are unintentional injuries like traffic accidents, falls, drownings, burns and firearm injuries. Excessive alcohol use also increases risk of sexual behaviors, unintentional pregnancies, sexually transmitted infections, miscarriages, and birth defects. Alcohol poisoning, a medical emergency that results from high blood alcohol levels that suppress the central nervous system and can cause loss of consciousness, low blood pressure and body temperature, coma, respiratory depression, or death.

Furthermore, studies have shown that alcohol is a leading factor in child maltreatment and neglect cases, and is the most frequent substance used and abused by the parents involved in those cases. Studies show that about 35% of victims' reporting domestic violence stated that offenders were under the influence of alcohol. Furthermore, alcohol is associated with 2 out of 3 incidents of intimate partner violence.

Excessive alcohol use over a long period can lead to the development of medical problems including pancreatitis, gastritis, and cancers of the mouth, throat, esophagus, liver, colon, and breast. Liver diseases are

common in those who abuse alcohol over long periods. Some of the liver diseases are alcoholic hepatitis and cirrhosis, which is the 15th leading cause of death in the United States. Excessive alcohol can also cause neurological impairments, like dementia, stroke, and neuropathy, as well as cardiovascular problems, like myocardial infarction, cardiomyopathy, atrial fibrillation, and hypertension. Other effects from long-term excessive alcohol use are psychiatric problems, including depression, anxiety, and suicide, as well as social problems, like unemployment, lost productivity, and family problems.

AOD Program Goals

- Promote resources for drug and alcohol education, intervention, and rehabilitation through programs, events, and individualized outreach.
- Promote the use of substance abuse counseling provided by the Office of Counseling and Student Accessibility Resources, as well as through the Employee Assistance Program.
- Educate students and employees about drugs and alcohol, including institutional and federal regulations, the health risks of abuse, and options for support and rehabilitation
- Educate employees on how to identify behaviors which may be influenced by drugs or alcohol and how to appropriately respond
- Document compliance efforts and base future efforts on best practices guidelines.
- Establish periodic review of policies and actions needed to comply with institutional and federal regulations while meeting the unique needs of TSC.
- Increase collaboration between departments to promote responsible behaviors related to alcohol and drug use to more effectively meet AOD program goals.

Current and Future Strategies

The 2020-2022 reporting period for this report utilized a blend of individual and institutional interventions.

Several departments play key roles in enforcing TSC drug and alcohol policies, as well as providing alcohol and drug awareness education and support efforts at TSC. Historic information on attendance figures and learning outcomes for drug and alcohol programming is available on request.

Individual approaches have included one-on-one intervention/guidance by Counseling and Student Accessibility Resources, the Office of Civility (formerly Student Conduct), Human Resources, and Campus Safety. These interventions may include education on the health consequences of AOD use; confidential screening, individual counseling to provide emotional support for circumstances that may prompt AOD use as a coping mechanism; conduct redirection in the case of violations of the Student Code of Conduct or Employee Code of Conduct; and applicable correction by law enforcement. Notification by Human Resources to all new employees during New Employee Orientation regarding all policies including Drug-Free Workplace. Substance abuse programming and substance abuse counseling is provided through Counseling and Student Accessibility Resources and for employees through the Employee Assistance Program (EAP).

Environmental approaches used by TSC to educate students and employees have included educational events, driving safety awareness events, conferences, workshops, and guidance into applicable rehabilitative resources. All events are alcohol-free, which encourages the “normalization” of alcohol and drug-free behaviors. These approaches strive to galvanize the campus community to generate structural and systemic changes that will reduce or prevent AOD use, a tactic used in conjunction with persuading individuals to modify their behavior while supporting them with the resources to successfully do so.

In the future, we will establish a DFSCA committee to include representative from different areas that will serve to enhance DFSCA compliance efforts by improving communication, sharing knowledge and resources, and fostering improved processes toward DFSCA goals.

Current Policies

Texas Southmost College (TSC) is a drug-free and alcohol-free college and workplace. The unlawful manufacturing, distribution, purchase, dispensation, possession or use of an illegal drug or alcohol on campus or at any college-sponsored event is prohibited for students and employees, unless TSC declares an exemption. Students or student organizations who violate any provision of the drug and alcohol policy are subject to disciplinary sanctions ranging from suspension to referral for prosecution. Employees who violate any provision of the drug and alcohol policy may be subject to disciplinary action up to termination. The current policies for students and employees are linked below.

[Drug Free Schools, Campuses & Workplace for Employees](#)

[Employees Standards of Conduct Policy 1](#)

[Employee Standards of Conduct Policy 2](#)

[Employee Searches and Drug/Alcohol Testing Policy](#)

[Student Conduct -Alcohol and Drug Use 1](#)

[Student Conduct - Alcohol and Drug Use 2](#)

[Student Conduct - Alcohol and Drug Use 3](#)

Applicable Sanctions

Information regarding sanctions are available in the Drug Free School Campuses and the Workplace Policy, Employee Conduct Procedures, Campus Security Report, and the Student Code of Conduct.

a. Possible Alcohol Sanctions for Students

- i. Probation
- ii. Workshops
- iii. Suspension
- iv. Expulsion

b. Possible Drug Sanctions for Students

- i. Probation
- ii. Workshops
- iii. Suspension
- iv. Expulsion

c. Possible Alcohol Sanctions for Employees

- i. Referral to drug and alcohol counseling
- ii. Referral to Employee Assistance Program
- iii. Termination
- iv. Referral to appropriate law enforcement officials for prosecution.

d. Possible Drug Sanctions for Employees

- i. Referral to drug and alcohol counseling
- ii. Referral to Employee Assistance Program
- iii. Termination
- iv. Referral to appropriate law enforcement officials for prosecution.

Possible legal sanctions-MIP/PI/DUI/Possession

- e. Minor in Possession (MIP): Consuming or possessing an alcoholic beverage by a minor except in the visible presence of the minor's adult parent, guardian, or spouse. Class C Misdemeanor.
- f. Public Intoxication (PI): Appearing in a public place while intoxicated so much that the person may Endanger him/herself or another person. Class C Misdemeanor.
- g. Driving Under the Influence (DUI): A minor operating a motor vehicle in a public place while having Any detectable amount of alcohol in his/her system. Class C Misdemeanor.
- h. Driving While Intoxicated (DWI): Operating a motor vehicle, aircraft, or watercraft in a public place while intoxicated. Class B Misdemeanor.
- i. Possession of Marijuana
- j. Min: confinement in jail for the term of not more than 180 days, a fine not to exceed \$2000, or both
- k. Possession of Controlled Substance (drugs)
- l. Min: Confinement in jail for a term of not more than 180 days, a fine not to exceed \$2000, or both

Additional Laws

- m. Providing Alcohol to a Minor or Purchasing Alcohol for a Minor: Class A Misdemeanor
- n. Open Container of Alcohol in a Motor Vehicle: Class C Misdemeanor
- o. Possession of a Dangerous Drug (prescription medication that was not prescribed to you): Class A Misdemeanor
- p. Providing a Dangerous Drug to Another Person:

State Jail Felony Penalties:

- i. Class C Misdemeanor: Can include fine up to \$500, community service, alcohol education classes, and 30 day up to 180-day driver's license suspension.
- ii. Class B Misdemeanor: Can include fine up to \$2000, community service, and 72-hour minimum confinement.
- iii. Class A Misdemeanor: Can include fine up to \$4000, up to 1 year in jail, and 180-day driver's license suspension.
- iv. State Jail Felony: Can include fine up to \$10,000 and 180 days to 2 years in jail.
- v. Third degree Felony: Can include up to \$10,000 and 1 year up to 10 years in jail
- vi. Second degree Felony: Can include up to up to \$10,000 and 2 years to 20 years in jail.

All Drug Related offenses committed within a Drug-Free Zone will increase to the next highest penalty classification. Texas Southmost College is an Institution of Higher Education and a Drug- Free Zone.

Supportive Resources

At TSC we offer various ways students and employees can learn about substance abuse counseling, treatment, and rehabilitation programs.

1. Various pamphlets available at the Office of Counseling and Student Accessibility Resources and Human Resources.
2. Educational programming that provides information about resources available, as well as awareness about the consequences of AOD use, health risks, and resources available for treatment for student and employees.
3. Substance abuse counseling and psychoeducation is available for students through the Office of Counseling and Student Accessibility Resources. The treatment program consists of Cognitive Behavioral Therapy lasting 6-12 sessions, focusing on the underlying causes of the addiction and relapse prevention planning. Employees can obtain substance abuse education, counseling, and Safe Rides through the Employee Assistance Program.
4. Annual notification from Human Resources about the Employee Assistance Program
5. Drug Free Work Place notices posted throughout campus.
6. Referrals to local entities that provide substance abuse treatment and rehabilitation such as:
 - Tropical Texas Behavioral Health, which provides Substance Use Outpatient and Intensive Outpatient, services for adults and adolescents. Individuals who meet diagnostic criteria for substance use disorders. Detox and Aftercare Services are available to adult and adolescent individuals. Treatment is individualized and based on specific strengths, needs, abilities and preferences of each individual served. Aftercare services are designed to extend the gains made through inpatient detoxification by helping individuals engage in community recovery programs and mental health services. Tropical Texas contracts with local facilities to provide supportive care through the recovery process for substance use disorders and mental health services.
 - Palmer Drug Abuse Program, which supports individuals with substance abuse issue through individual and family counseling, support group meetings, and supervised drug-free social activities all in a safe, comfortable and sober environment.
 - Behavioral Health Solutions of South Texas, which offers outpatient treatment services for adults. These services are available to individuals who are suffering from a substance use disorder. BHSST is a DSHS licensed treatment facility and can accept individuals who are insured through Medicaid or private pay. The program consists of a 12-week outpatient schedule of six individual and 24 group sessions. The treatment follows a Cognitive Behavioral Therapy curriculum featuring motivational interviewing techniques.
 - Origins Behavioral Healthcare, which provides treatment for adults. Their treatment model integrates the latest in advanced medical and clinical sciences with a profound immersion in the timeless 12-Steps. With over 30 years of experience, Origins' drug and alcohol treatment programs offer a comprehensive, compassionate solution to addiction.

Campus Interventions 2020-2022

The following list of events group together the strategic initiatives of all varieties grouped together according to campus. Strategies planned and executed based upon a holistically blended approach customized to the needs of TSC location and its student population.

Date	Department	Description
11/12/2020	Student Life-Counseling	Autumn Mental Health Conference
11/20/2020	Student Life-Counseling	Drug Driving 360
2/11/21	Student Life-Counseling	Love is Kindness
2/25/21	Student Life-Counseling	Drunk Driving 360
3/4/21	Student Life-Counseling	Loving the Life - Spring Conference
4/8/21	Student Life-Counseling	Is This My Future? - Outcry in the Barrio on Substance Use. Facebook Live Webinar
7/22/21	Student Life-Counseling	Follow That Trail to Self-Healing! - Who Knows? You never know where it will take you.
11/20/2021	Student Life-Counseling	Autumn Mental Health Conference
11/29/2021	Student Life-Counseling	Stop Violence Against Women
3/2/2022	Student Life-Counseling	2022 Spring Break Safety Conference

Ongoing Education

- Counseling and Student Accessibility Resources hosts educational programming every year to educate students and employees about the consequences of AOD use.
- Risk management training provided annually for advisors and presidents of student organizations by Student Activities.
- The Office of Counseling and Student Accessibility Resources provides psychoeducation on an individual basis regarding substance abuse to TSC students.
- The Employee Assistance Program offers substance abuse psychoeducation.

Student Violation Statistics

Student violation statistics have been tracked and documented in order to ensure TSC student policies and procedures (Student Conduct - Alcohol and Drug Use) were upheld. TSC security services and the Executive Director of student Life and Civility, Safety & Risk Management, and counselor collaborated to complete the review and analysis. There was 1 student violation that was identified or reported within the 2020-2022 period. Continued efforts and tracking will be facilitated to maintain a drug-free campus.

Summary of AOD Program's Strength and Weaknesses

Strengths:

- Substance abuse counseling available at the Office of Counseling and Student Accessibility Resources Department for students and through the Employee Assistance Program for employees.
- Drug/Alcohol awareness programming by the office of Counseling and Student Accessibility Resources for students and employees.
- Collaborations with outside agencies to provide programming for students and employees and referrals for treatments.
- Annual notification about the Employee Assistance Program.
- Signs posted throughout campus regarding the Drug-Free Workplace and resources that are available.
- Notification to all new employees about the Drug Free Workplace Policy at New Employee Orientation.

Weaknesses:

- Lack of DFSCA Committee
- There is minimal faculty involvement with the AOD education and prevention efforts
- Changes in personnel disrupting the coordination of services
- Lack of climate survey data on current AOD education and prevention efforts to assess program
- Lack of webpage to view all DFSCA resources and information

Lack of annual notifications to each student and employee, in writing, of standards of conduct; a description of appropriate sanctions for violation of federal, state, and local law and campus policy; a description of health risks, and a description of available treatment programs.

Recommendations

- i. Create annual notifications for each student and employee, in writing, of standards of conduct; a description of appropriate sanctions for violation of federal, state, and local law and campus policy; a description of health risks and a description of available treatment programs.
- ii. Establish a DFSCA committee to include representative from Campus Safety, HR, Office of Civility, Counseling and Student Accessibility Resources, Marketing, and Instruction that will serve to enhance DFSCA compliance efforts by improving communication, sharing knowledge and resources, and fostering improved processes toward DFSCA goals.
- iii. Create a climate survey to assess the AOD education and prevention efforts for students, staff, and faculty
- iv. Increase the dissemination of awareness literature during events such as New Student Orientation, Registration Rally, etc.
- v. Involve more faculty with the AOD education
- vi. and prevention efforts
- vii. Create a website for DFSCA information and resources

Summary

In compliance with the Drug Free Schools and Communities Act (“DFSCA”), the aforementioned report details the policies, practices, and events utilized from 2016- 2018 as TSC’s program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

References

Winters, K.C (2004, August). Assessment of alcohol and other drug use behaviors among adolescents. National Institute on Alcohol Abuse and Alcoholism. Retrieved from <https://pubs.niaaa.nih.gov/publications/AssessingAlcohol/behaviors.htm>

Centers for Disease Control and Prevention. Fact Sheets Alcohol Use and Your Health. Centers for Disease Control and Prevention. Retrieved from <https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

Texas Southmost College

Employee Assistance Program (EAP)



Alliance Work Partners is
here for you as life happens.

AWP is proud to serve as your EAP, offering you and your household valuable, confidential services at no cost to you.

Your benefits are designed to help you manage daily responsibilities, major events, work stresses, or any issue affecting your quality of life.

All benefits can be
accessed by calling:

toll free

1-800-343-3822

TDD

1-800-448-1823

teen line

1-800-334-TEEN (8336)

We are available to take your
call 24 hours a day, 7 days a week.



Visit your EAP website at

awpnow.com

and create a
customized account.

Go to

<https://www.awpnow.com>

Select "Access Your Benefits"

Registration Code:

AWP-TXSC-3978

Your EAP Benefits:

Law Access

Legal and Financial services provided by a lawyer or financial professional specializing in your area of concern. Available online or by telephone.

HelpNet

Customized EAP website featuring resources, skill-building tools, online assessments and referrals.

WorkLife

Resources and referrals for everyday needs. Available by telephone.

Well Coach

Personalized planning and 1-on-1 support, online or by telephone, to help you improve and maintain your health and well-being.

Safe Ride

Reimbursement for emergency cab fare for eligible employees and dependents that opt to use a cab service instead of driving while impaired.

1 to 6 Counseling Sessions

Per problem, per year. Short-term counseling sessions which include assessment, referral, and crisis services.
(Same day appointments available for urgent/crisis callers, or facilitation of immediate hospitalization)

Newsletters

Webinar Training Series
Tips for Everyday Living

Here for you as life happens ...



Texas Southmost College

Employee Assistance Program (EAP)

Criteria for Benefits Eligibility

Full Benefits:

- Employee, retiree, married/divorced spouse, partner, significant other
- Any household member, regardless of age or relationship, residing in employee's home, including significant other and their children
- All covered employees may bring anyone with them to their authorized/covered sessions regardless of relationship to employee.
- Children and grandchildren, age 26 or under, residing in US or Puerto Rico. This includes children and grandchildren of significant other or partner.
- Any person meeting benefit eligibility prior to lay-off or termination of an employee will continue to be eligible for benefits up to 6 months from the date of employee's lay-off or termination. Benefits are extended for 6 months from date of employee's call within this timeframe.

Assessment & Referral:

- Children and grandchildren age 27 and over of employee, married/divorced spouse, partner, or significant other living outside employee's home
- Employee instructed by law to receive court-ordered counseling
- All crisis cases (suicidal/homicidal, domestic violence, chemical dependence, substance abuse, child/elderly abuse) not otherwise covered
- Any person meeting benefit eligibility prior to lay-off or termination of an employee will continue to be eligible for assessment and referral after 6 months and up to 1 year from the date of employee's lay-off or termination. Benefits are extended 1 year from date of employee's call within this timeframe.

Information & Referral:

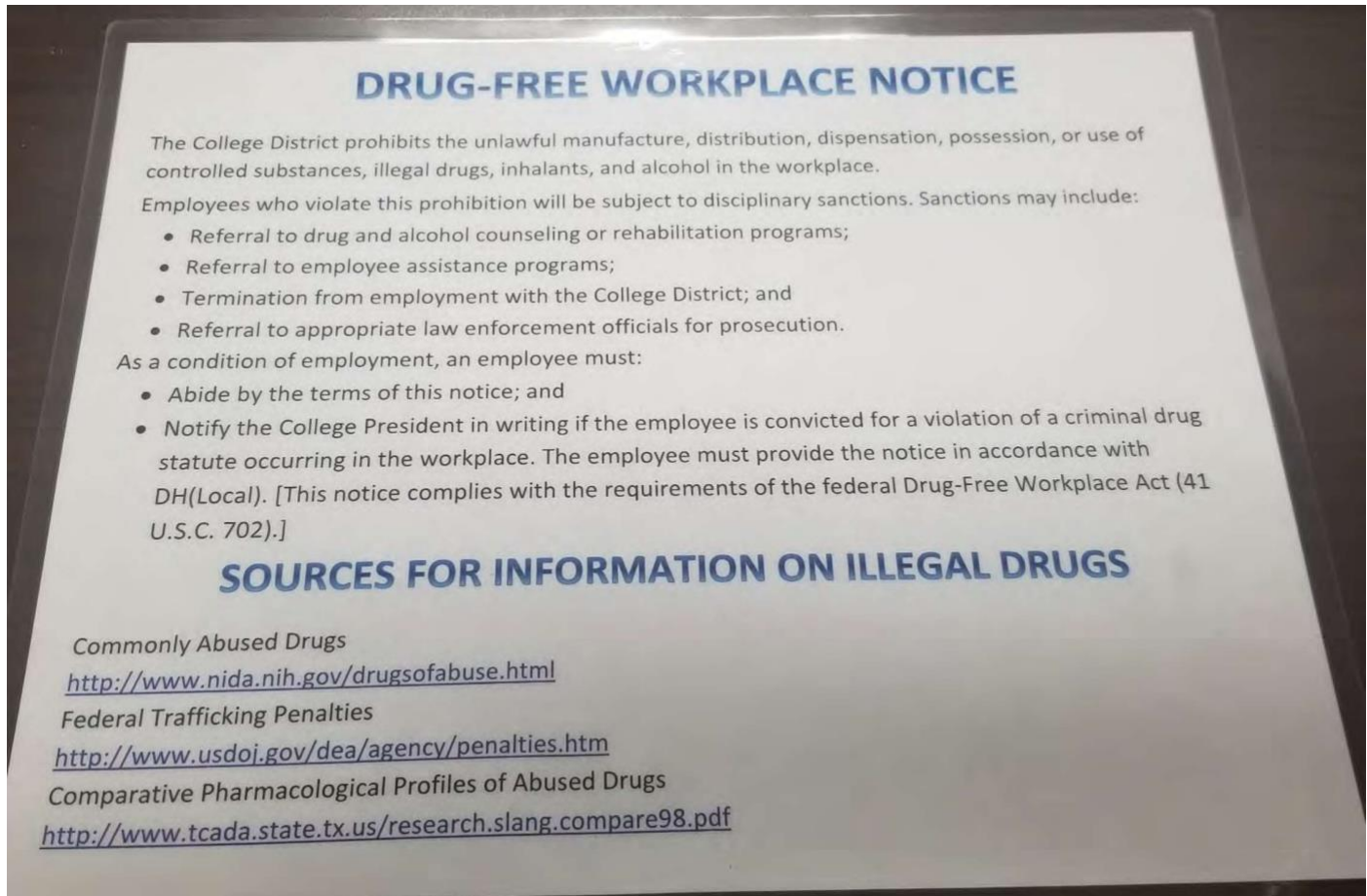
- Anyone contacting Alliance Work Partners regardless of contract status



Children under the age of 18 must have a written, signed release by their guardian who has custody (whether living in the home or not) to attend counseling on their own. This release is given to their affiliate provider. Divorced parents who bring their children in for counseling must bring a copy of their divorce decree or have signed permission from the other parent before bringing a child into counseling. Grandparents who bring their grandchildren into counseling must have proof of guardianship or written permission from the child's parents.

Appendix B

Drug Free Workplace Notice posted around campus:



Appendix C

Event Flyers





TEXAS SOUTHMOST
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SPRING 2021

SPRING CONFERENCE LINE UP

SONIA TREVINO 1 p.m. - 2 p.m.

TSC Instructor Criminal Justice
Chair of Behavioral & Social Science

SGT. DAVID DE LEON 2 p.m. - 3 p.m.

Brownsville Police Department

GABRIEL GARCIA 3 p.m. - 4 p.m.

Cameron County Children's Advocacy Center
Monica's and Maggie's House

Loving
the Life
What is spring without life?



Zoom Webinar Thursday, March 04, 2021

1 p.m.- 4 p.m.

Hosted By:
Student Life
Counseling and Student Accessibility Services



TEXAS SOUTHMOST
COLLEGE

THURSDAY, APRIL 8, 2021
2 p.m.

IS THIS MY FUTURE?

Outcry in the Barrio on Substance Abuse

Facebook Live Webinar

Hosted by:
Student Life
Counseling and Accessibility Resources

FACEBOOK LIVE

THURSDAY
July 22, 2021
2:00p.m.

TAKE A CHANCE.

FOLLOW THAT TRAIL TO SELF-HEALING!

Who knows? You never know where it'll take you.



Hosted By: Student Life Counseling and Student Accessibility Services

TEXAS SOUTHMOST
COLLEGE

HOSTED BY STUDENT LIFE COUNSELING AND ACCESSIBILITY SERVICES


LOVE IS KINDNESS

Facebook Live | Thursday, February 11, 2021 2 p.m.
presented by Hugo Zurita
Executive Director of the Good Neighbor Settlement House

STOP VIOLENCE AGAINST WOMEN
Come by to pick up supporting information
MONDAY, NOVEMBER 29, 2021
10:30 a.m. - 12:30 p.m.
North & South Courtyard
Hosted by Student Life, Counseling and Student Accessibility Resources.

Texas Southmost College does not discriminate on the basis of race, color, sex, national origin, religion, gender, age, disability, or military status in its programs & activities and offers equal access to services and other programs at the college.



TEXAS SOUTHMOST COLLEGE

TSC is a Drug-Free School and Communities Campus

Among college students, daily use of marijuana jumped from 35.5% to 42.6% from 2013 to 2018.

From 2017 to 2018 there was an increase from 6.1% to 15.5% within college students misusing prescribed medication

28% of first-time college students reported binge drinking which is four drinks or more in a row within a 2-hour frame.

If you find yourself needing help please email cindy.rivera@tsc.edu to join the Road to Recovery support group beginning July 2021.

Reference: Drug Use Trends Among College Aged Adults (19-22). 2018 Monitoring the Future College Student and Young Adults Survey Results. https://www.drugabuse.gov/sites/default/files/nida_2018collegemtinfo_graphic.pdf, 2018.

Texas Southmost College does not discriminate on the basis of race, color, sex, national origin, religion, gender, age, disability, or military status in its programs & activities and offers equal access to services and other programs at the college.



TSC is a Drug-Free School and Communities Campus

Alcohol Misuse- Is a form of drinking that may pose a danger or harm to the user or those around the user however if the user is a minor or a pregnant female it is immediately considered misuse.

Alcohol Use Disorder- Is considered a loss of control due to the use of alcohol that becomes compulsive and is associated with negative emotions, this is marked as a chronic brain disorder.

The misuse and long-term use of alcohol may lead to liver disease, heart disease, stomach bleeding, cancers, and mental health concerns such as depression or social conflicts. It is also associate with fatal car accidents, increased violence, and risk s associated with drowning accidents.

If you find yourself needing help please email cindy.rivera@tsc.edu to join the Road to Recovery support group beginning July 2021.

Reference: Alcohol Facts and Statistics. <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/alcohol-facts-and-statistics>. June 2021.

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TSC is a Drug-Free School and Communities Campus

What does it mean when one faces both a mental health disorder and substance use?

This is comorbidity 7.7 million adults have co-occurring disorders with only 9.1% receiving both mental health and substance use treatment and 52.5% receiving no treatments at all.

52.2% reported not receiving mental health care due to inability to cover costs.

If you find yourself needing help please email cindy.rivera@tsc.edu to join the Road to Recovery support group beginning July 2021.

Reference: Han A, Compton WM, Richard C, Colpe J. Prevalence, Treatment, and Unmet Treatment Needs of US Adults with Mental Health and Substance Use Disorders. Health Aff (Proj Hope). 2017; 36(10): 1724-1731. doi:10.1377/jlhi.2017.0364

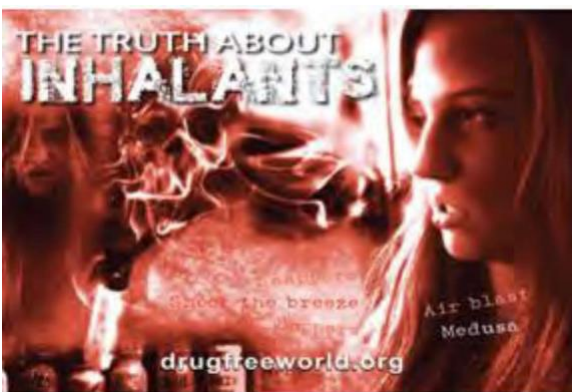
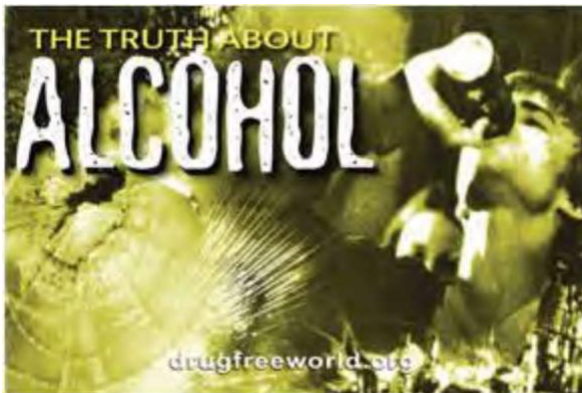
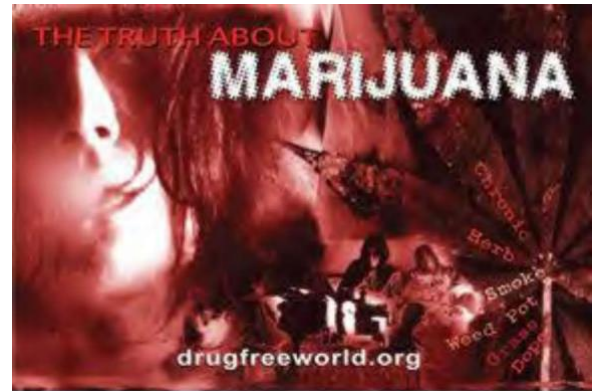
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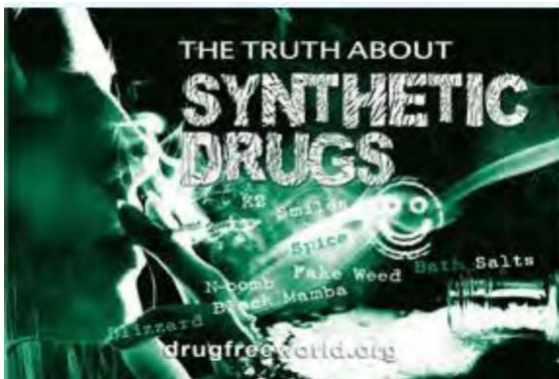
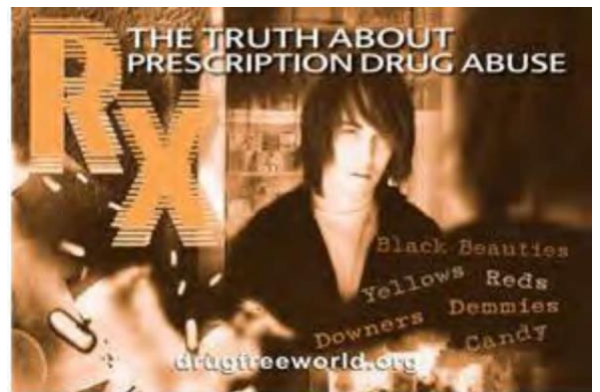
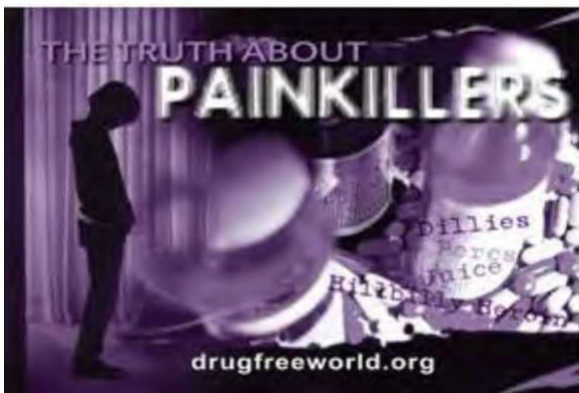
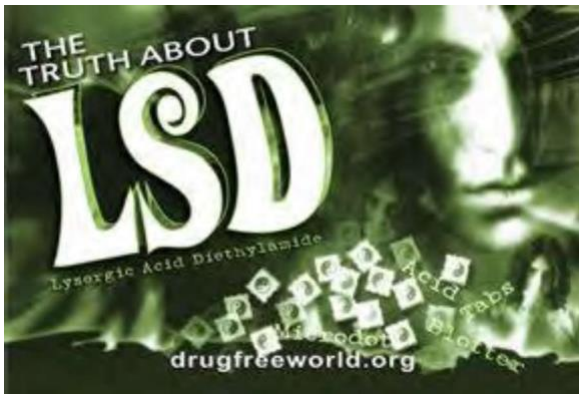

TEXAS SOUTHMOST COLLEGE
 NOVEMBER 12, 2020
 1 p.m. - 4 p.m.
AUTUMN MENTAL HEALTH CONFERENCE
 LET'S FIGHT THE DARKNESS TOGETHER
 Students, Staff & Faculty are Invited to Register

 Hosted by:
 Student Life
 Counseling and Student Accessibility Resources


TEXAS SOUTHMOST COLLEGE
 You're invited to our
Autumn Mental Health Conference
**"Self-care is how you take your power back."
 — Lalah Delia**
Wednesday, November 10, 2021
1 - 4 p.m.
SET B LECTURE HALL
 Hosted by Student Life, Counseling and Student Accessibility Resources.
Texas Southmost College does not discriminate on the basis of race, color, sex, national origin, religion, gender, age, disability, or military status in its programs & activities and offers equal access to services and other programs at the college.

Pamphlets available:





**Drug and Alcohol Survey - TSC Students
(Spring 2022)
Results**

Published: 8/8/2022

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6. Do you believe TSC is concerned about the prevention of drug and alcohol abuse?	24
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9. Do you think colleges and universities should be involved in alcohol and other drug use prevention and awareness efforts?	24
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10. Do you believe student academic performance is negatively affected by alcohol and other drug use?	25
11. Have you personally been aware of a student(s) whose academic performance has been affected by alcohol and other drug use?	25
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Survey Overview

Description

Drug and Alcohol Survey - TSC Students (Spring 2021)

Instructions Provided To Respondents

Answer questions as they relate to you. For most answers, check the boxes most applicable to you or fill in the blanks.

Respondent Metrics

Respondents: 10

First Response: 4/29/2022 09:14 AM

Last Response: 5/1/2022 11:13 PM

Respondents

Sorted By Name

0000001731 Anonymous

0000001732 Anonymous

0000001733 Anonymous

0000001734 Anonymous

0000001735 Anonymous

0000001736 Anonymous

0000001737 Anonymous

0000001738 Anonymous

0000001739 Anonymous

0000001740 Anonymous

Survey Results

The following is a tabular depiction of the responses to each survey question. Additional comments provided by respondents, if any, are included after each table.

Section - Section 01

1. Age

50.00%	5	22-34
40.00%	4	18-21
10.00%	1	Under 18

Section - Section 02

2. Gender

70.00%	7	Female
30.00%	3	Male

3. What type of student are you?

80.00%	8	Degree Seeking
20.00%	2	Just taking a couple of classes to transfer

4. Does TSC have a drug and alcohol policy?

70.00%	7	Yes
30.00%	3	I don't know

5. Have you received any information about the prevention of drug and alcohol abuse or health risks associated with drug and alcohol use?

50.00%	5	No
30.00%	3	Yes
20.00%	2	I don't know

Section - Section 03

6. Do you believe TSC is concerned about the prevention of drug and alcohol abuse?

60.00%	6	Yes
40.00%	4	No

7. Have you ever attended an alcohol or drug awareness event on campus?

100.00%	10	No
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8. Would you know where to refer a classmate or other student for help at TSC if they had a problem with alcohol or drugs?

80.00%	8	No
20.00%	2	Yes

9. Do you think colleges and universities should be involved in alcohol and other drug use prevention and awareness efforts?

100.00%	10	Yes
---------	----	-----

Section - Section 04

10. Do you believe student academic performance is negatively affected by alcohol and other drug use?

50.00% 5 Sometimes

50.00% 5 Yes

11. Have you personally been aware of a student(s) whose academic performance has been affected by alcohol and other drug use?

50.00% 5 No

50.00% 5 Yes

12. Do you consider alcohol or other drug use at TSC to be a problem among students?

50.00% 5 I don't know

30.00% 3 No

20.00% 2 Yes

13. Are you aware of Counseling Services for students at TSC?

70.00% 7 Yes

30.00% 3 No

14. Are you aware of TSC's Behavioral Intervention Team (CARE Team)?

90.00% 9 No

10.00% 1 Yes

**Drug and Alcohol Survey - TSC
Employees (Spring 2022)
Results**

Published: 8/8/2022

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RESPONDENTS **29**

SORTED BY NAME	29
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SURVEY RESULTS **32**

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1. Gender	32
2. Age	32
3. What is your highest level of education received?	32
4. What is your employee status?	33
SECTION - SECTION 02	33
5. Do you believe TSC is concerned about the prevention of drug and alcohol abuse?	33
6. Does TSC have a drug and alcohol use policy for employees?	33
7. Are alcohol and other drug use policies enforced with employees at TSC?	33
SECTION - SECTION 03	34
8. Does TSC have a policy concerning student alcohol and other drug use?	34
9. Are alcohol and other drug use policies consistently enforced with students at TSC?	34
10. Does TSC offer alcohol or other drug prevention and awareness services/programs for employees?	34
11. Does TSC offer alcohol or other drug prevention and awareness services/programs for students?	34
12. Have you received any information about the prevention of drug and alcohol abuse or health risks associated with drug and alcohol use?	34
13. Is professional development provided so that employees can identify students or colleagues who may have problems with alcohol or other drugs?	35
14. If you had a student or a colleague who you suspected had alcohol or other drug problems, would you know where to refer him/her for help at TSC?	35
SECTION - SECTION 04	35
15. Do you think institutions of higher education should be involved in alcohol and other drug use prevention and awareness efforts for employees and students?	35
16. Do you believe student academic performance is negatively affected by alcohol or drug use?	35
17. Do you believe employees work performance is negatively affected by alcohol or drug use?	35
SECTION - SECTION 05	36
18. If you knew how to refer students or colleagues to appropriate services for suspected alcohol and other drug use problems, would you refer them to such services?	36
19. Are you aware of TSC's Behavioral Intervention Team (CARE Team)?	36
20. Are you aware of TSC's Employee Assistance Program?	36

Survey Overview

Description

Drug and Alcohol Survey - TSC Employees

Instructions Provided To Respondents

Answer questions as they relate to you. For most answers, check the boxes most applicable to you or fill in the blanks.

Respondent Metrics

Respondents: 74

First Response: 4/29/2022 09:14 AM

Last Response: 5/20/2022 12:57 PM

Respondents

Sorted By Name

0000001666 Anonymous

0000001667 Anonymous

0000001668 Anonymous

0000001669 Anonymous

0000001670 Anonymous

0000001671 Anonymous

0000001672 Anonymous

0000001673 Anonymous

0000001674 Anonymous

0000001675 Anonymous

0000001676 Anonymous

0000001677 Anonymous

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0000001730 Anonymous
0000001753 Anonymous
0000001754 Anonymous
0000001755 Anonymous
0000001771 Anonymous
0000001772 Anonymous
0000001773 Anonymous
0000001774 Anonymous
0000001798 Anonymous
0000001810 Anonymous

Survey Results

The following is a tabular depiction of the responses to each survey question. Additional comments provided by respondents, if any, are included after each table.

Section - Section 01

1. Gender

58.11%	43	Female
40.54%	30	Male
1.35%	1	Other

2. Age

52.70%	39	35-49
28.38%	21	50-64
10.81%	8	22-34
8.11%	6	65+

3. What is your highest level of education received?

59.46%	44	Masters
20.27%	15	Bachelors
8.11%	6	Associates
8.11%	6	Doctorate
2.70%	2	Some College
1.35%	1	High School Diploma or equivalent

4. *What is your employee status?*

36.49%	27	Full-time staff
28.38%	21	Adjunct faculty
27.03%	20	Full-time faculty
4.05%	3	Administration
4.05%	3	Other

Section - Section 02

5. *Do you believe TSC is concerned about the prevention of drug and alcohol abuse?*

89.19%	66	Yes
10.81%	8	No

6. *Does TSC have a drug and alcohol use policy for employees?*

86.49%	64	Yes
12.16%	9	I don't know
1.35%	1	No

7. *Are alcohol and other drug use policies enforced with employees at TSC?*

60.81%	45	Yes
36.49%	27	I don't know
2.70%	2	No

Section - Section 03

8. Does TSC have a policy concerning student alcohol and other drug use?

86.49%	64	Yes
13.51%	10	I don't know

9. Are alcohol and other drug use policies consistently enforced with students at TSC?

56.76%	42	Yes
40.54%	30	I don't know
2.70%	2	No

10. Does TSC offer alcohol or other drug prevention and awareness services/programs for employees?

58.11%	43	Yes
35.14%	26	I don't know
6.76%	5	No

11. Does TSC offer alcohol or other drug prevention and awareness services/programs for students?

68.92%	51	Yes
28.38%	21	I don't know
2.70%	2	No

12. Have you received any information about the prevention of drug and alcohol abuse or health risks associated with drug and alcohol use?

47.30%	35	Yes
41.89%	31	No
10.81%	8	I don't know

13. Is professional development provided so that employees can identify students or colleagues who may have problems with alcohol or other drugs?

40.54%	30	I don't know
33.78%	25	Yes
25.68%	19	No

14. If you had a student or a colleague who you suspected had alcohol or other drug problems, would you know where to refer him/her for help at TSC?

50.00%	37	Yes
40.54%	30	No
9.46%	7	I don't know

Section - Section 04

15. Do you think institutions of higher education should be involved in alcohol and other drug use prevention and awareness efforts for employees and students?

95.95%	71	Yes
4.05%	3	No

16. Do you believe student academic performance is negatively affected by alcohol or drug use?

75.68%	56	Yes
17.57%	13	Sometimes
5.41%	4	I don't know
1.35%	1	No

17. Do you believe employees work performance is negatively affected by alcohol or drug use?

72.97%	54	Yes
14.86%	11	Sometimes
9.46%	7	I don't know
2.70%	2	No

Section - Section 05

18. *If you knew how to refer students or colleagues to appropriate services for suspected alcohol and other drug use problems, would you refer them to such services?*

95.95% 71 Yes

4.05% 3 No

19. *Are you aware of TSC's Behavioral Intervention Team (CARE Team)?*

54.05% 40 No

45.95% 34 Yes

20. *Are you aware of TSC's Employee Assistance Program?*

56.76% 42 Yes

43.24% 32 No