

The University of Texas at San Antonio Biennial Review 2024

University of Texas at San Antonio



Drug-Free Schools and Communities Act 2024 Biennial Review

The University of Texas at San Antonio Biennial Review 2024

University of Texas at San Antonio
Drug-Free Schools and Campuses Regulations [EDGAR Part 86]
Drug and Alcohol Prevention Program Certification

The undersigned certifies that it has adopted and implemented an alcohol and other drug prevention program for its students and employees that, at a minimum, includes –

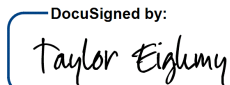
- 1. **The annual distribution to each employee, and to each student who is taking one or more classes of any kind of academic credit except for continuing education units, regardless of the length of the student’s program of study, of:**
 - a. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities.
 - b. A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol
 - c. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
 - d. A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students.
 - e. A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with State and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.
- 2. **A biennial review by the institution of its alcohol and other drug prevention comprehensive program to:**
 - a. Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention programs and policies, if they are needed.
 - b. Ensure that its disciplinary sanctions are consistently enforced.

Taylor Eighmy

74-1717115G

Typed Name of Chief Executive Officer

IRS Employer Identification Number

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I. Introduction to the University of Texas at San Antonio

The University of Texas at San Antonio (UTSA) is redefining higher by producing career-ready graduates, providing degrees with a strong return on investment and driving economic development for our region. With a focus on student success and research excellence, UTSA is serving as a model for the urban-serving public universities of the future. Through the transformational learning experience that we provide, UTSA is creating bold futures for our students, the citizens of San Antonio and beyond.

UTSA is proud to be in San Antonio, the nation's seventh largest city and one of the fastest growing in the country. UTSA considers San Antonio an extended campus for its urban-serving mission.

Our Mission

The University of Texas at San Antonio is dedicated to the advancement of knowledge through research and discovery, teaching and learning, community engagement and public service. As an institution of access and excellence, UTSA embraces multicultural traditions and serves as a center for intellectual and creative resources as well as a catalyst for socioeconomic development and the commercialization of intellectual property – for Texas, the nation, and the world.

Our Destinations

UTSA is rising to new heights as an urban-serving, federally designated Hispanic-Serving Institution, considered a destination of choice for students. Under the leadership of President Taylor Eighmy, UTSA has three overarching destinations.

UTSA will be a model for student success.

UTSA will be a great public research university.

UTSA will be an innovative place to work, learn, and discover.

Our Vision

To be a premier public research university, providing access to educational excellence and preparing citizen leaders for the global environment.

Our Core Values

We encourage an environment of dialogue and discovery, where integrity, excellence, respect, collaboration, and innovation are fostered.

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II. Objectives of the Biennial Review

The objectives of the biennial review as identified by the U.S. Department of Education include determining the effectiveness of and implementing any needed changes to all alcohol and drug prevention programs and alcohol and other drug policies at the University of Texas at San Antonio and ensuring that the disciplinary sanctions for violating standards of conduct and policies are enforced consistently. This is done in compliance with the Code of Federal Regulations, 34 CFR Part 86, or The Drug and Alcohol Abuse Prevention code.

The 2024 Biennial Review is a summary of programs, policies and services for the fall through summer semesters of 2022-2023 and 2023-2024 academic years. This Biennial Review includes the following:

1. Identification of methods in place to educate members of the university community about policies related to alcohol and drugs, and sanctions in place to enforce these policies.
2. Identification of alcohol and drug programming that occurs on the university campus.
3. Identification of resources and intervention assistance available to individuals.
4. Review of the university's alcohol- and drug-related policies, procedures, programming, and intervention methods.

III. Biennial Review Process and Updates

The Biennial Review timeline centers around an annual dissemination to stake holders and staff members responsible for contributing data and information.

During the 2022 Biennial Review, the following recommendations were made.

1. Create an alcohol and other drug biennial review committee that will:
 - a. Create a timeline for the biennial review process including reviewing existing alcohol and drug policies and recommend updates/changes as needed.
 - b. Create meaningful outcome measures for prevention and education programs that can be utilized across university departments, schools, and programs.
 - c. Collect, synthesize, and apply data from all sources including AlcoholEdu, PDAP, prevention and education programs, drug and alcohol incidents and conduct violations, and crime logs to ensure consistent and effective enforcement of policy.
 - d. Develop an Annual Policy Distribution policy that ensures compliance with the Drug Free Schools and Communities Act.
 - e. Complete the Biennial Review Document
2. Consider creating a Substance Use and Recovery Services department to be housed within Wellbeing Services. This service department would be responsible for:
 - a. Continuing the growth and development of the Collegiate Recovery Program
 - b. Providing assessment, treatment, and referral services for students referred for substance use disorder and other addiction related issues.
 - c. Continue providing BASICS and CASICS programming for students referred for alcohol and marijuana violations on campus.

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- d. Participating in, if not taking a leadership role in, the alcohol and other drug biennial review committee
 - e. Develop a cohesive strategy for Drug and Alcohol Prevention and Education with measurable outcome goals.
 - f. Implement drug and alcohol prevention and education strategies at all UTSA campuses ensuring all departments, colleges, and programs are knowledgeable of the strategies and their programs, events, and activities are aligned with the outcome goals.
3. Consider hiring a team of Prevention and Recovery Specialists to staff the proposed Substance Use and Recovery Services to effectively provide programming to all of UTSA campuses and students.

During the 2024 Biennial review, the recommendations to improve strategies, data collection and policy updates remain. Student Affairs, including Wellbeing Services, has taken steps in staffing patterns and strategies to improve on these recommendations in effort to ensure compliance with the Drug Free Schools and Safe Communities Act.

IV. Annual Policy Notification Process

Students:

- First-year students and transfer students receive notification of policies and student code of conduct via AlcoholEDU and Prescription Drug Abuse Program.
- All incoming students receive and must acknowledge the student code of conduct and all alcohol and drug policies. At this time, no mechanism is in place to acknowledge understanding related to the student code of conduct.
- All students residing in student housing must acknowledge housing policies and student code of conduct as part of their lease agreement.
- All student athletes receive and must acknowledge the student code of conduct, drug and alcohol policies, and athlete handbook yearly.

Faculty and Staff:

- New faculty and staff must acknowledge the Employee Handbook of Operations at time of hire.

V. Alcohol and Other Drug Prevalence and Incidence Rates, Needs Assessments and Trend Data

Discipline and Sanctions Report

The tables below show the total number of alcohol and drug violations according to the Student Code of Conduct and the sanctions assessed by Student Conduct and Community Standards.

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Academic Year 2022-2023 Cases	
Cases with alcohol related charges	87
Cases with drug related charges	57
Cases with alcohol and drug related charges	2
Total cases with alcohol or drug charges	146
Cases with other charges (theft, sexual misconduct, inappropriate behavior)	9
Total 2022-2023 Cases	155
Academic Year 2023-2024 Cases	
Cases with alcohol related charges	85
Cases with drug related cases	44
Cases with alcohol and drug related charges	6
Total cases with alcohol or drug charges	135
Cases with other charges (theft, sexual misconduct, inappropriate behavior)	7
Total 2023-2024 Cases	142

Academic Year 2022-2023 Cases with Alcohol Related Charges	
21-22 202 (A) 13. Alcohol (z)	28
202 (A)13. Alcohol (y)	5
Alcohol (x)	52
Alcohol (x) & 202 (A)13. Alcohol (y)	1
Alcohol (x) & 21-22 202 (A) 13. Alcohol (z)	1
Total Alcohol Related Cases	87
Academic Year 2023-2024 Cases with Alcohol Related Charges	
21-22 202 (A) 13. Alcohol (z)	24
202 (A)13. Alcohol (y)	1
Alcohol (x)	56
Alcohol (x) & 202 (A)13. Alcohol (y)	3
Alcohol (x) & 21-22 202 (A) 13. Alcohol (z)	1
Total Alcohol Related Cases	85

Academic Year 2022-2023 Cases with Drug Related Charges	
21-22 202 (A) 12. Drugs (y)	22
Drugs (x)	33
Drugs (x) & 21-22 202 (A) 12. Drugs (y)	2
Total Drug Related Cases	57

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Academic Year 2023-2024 Cases with Drug Related Charges	
21-22 202 (A) 12. Drugs (y)	9
Drugs (x)	35
Total Drug Related Cases	44

Academic Year 2022-2023 Cases with Alcohol and Drug Related Charges	
21-22 202 (A) 13. Alcohol (z) & 21-22 202 (A) 12. Drugs (y)	2
Total Alcohol and Drug Related Cases	2
Academic Year 2023-2024 Cases with Alcohol and Drug Related Charges	
Alcohol (x) & Drugs (x)	3
Alcohol (x) & 21-22 202 (A) 12. Drugs (y)	1
21-22 202 (A) 13. Alcohol (z) & 21-22 202 (A) 12. Drugs (y)	2
Total Alcohol and Drug Related Cases	6

Academic Year 2022-2023 Cases by Gender	Male	Female	Unknown
		n cases	
Cases with alcohol related charges	43	42	2
Cases with drug related charges	42	15	0
Cases with alcohol and drug related charges	1	1	0
Subtotal Cases by Gender	86	58	2
Total Alcohol or Drug Cases: 146			
Academic Year 2022-2023 Cases by Gender	Male	Female	Unknown
		n cases	
Cases with alcohol related charges	47	37	1
Cases with drug related cases	31	13	0
Cases with alcohol and drug related charges	6	0	0
Subtotal Cases by Gender	84	50	1
Total Alcohol or Drug Cases: 135			

Academic Year 2022-2023 Cases by Classification	Freshman	Sophomore	Junior	Senior	Post Baccalaureate	Not Enrolled
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Cases with alcohol related charges	45	28	10	2	0	2	
Cases with drug related charges	28	16	9	3	1	0	
Cases with alcohol and drug related charges	1	1	0	0	0	0	
Subtotal Cases by Classification	74	45	19	5	1	2	
Total Alcohol or Drug Cases: 146							
Academic Year 2022-2023 Cases by Classification	Freshman	Sophomore	Junior	Senior	Graduate, Master's	No Classification	Not Enrolled
Cases with alcohol related charges	53	14	15	2	0	1	0
Cases with drug related cases	24	9	4	5	0	2	0
Cases with alcohol and drug related charges	5	0	1	0	0	0	0
Subtotal Cases by Classification	82	23	20	7	0	3	0
Total Alcohol or Drug Cases: 135							

Academic Year 2022-2023 Cases by Athlete	
n cases	
Cases with alcohol related charges	1
Cases with drug related charges	3
Cases with alcohol and drug related charges	0
Subtotal Cases by Athlete	4
Academic Year 2022-2023 Cases by Athlete	
n cases	
Cases with alcohol related charges	4
Cases with drug related cases	2
Cases with alcohol and drug related charges	0
Subtotal Cases by Athlete	6

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Academic Year 2022-2023 Cases by Age	No Age	Under 21	21+
Cases with alcohol related charges	2	80	5
Cases with drug related charges	0	47	10
Cases with alcohol and drug related charges	0	2	0
Subtotal Cases by Age	2	129	15
Total Alcohol or Drug Cases: 146			
Academic Year 2022-2023 Cases by Age	No Age	Under 21	21+
Cases with alcohol related charges	0	79	6
Cases with drug related cases	2	37	5
Cases with alcohol and drug related charges	0	5	1
Subtotal Cases by Age	2	121	12
Total Alcohol or Drug Cases: 135			

Academic Year 2022-2023 Cases by Ethnicity	Black non-Hispanic	Hispanic	International	White non-Hispanic	Unknown
n cases					
Cases with alcohol related charges	0	3	1	1	82
Cases with drug related charges	1	0	0	1	55
Cases with alcohol and drug related charges	0	0	0	0	2
Subtotal Cases by Ethnicity	1	3	1	2	139
Total Alcohol or Drug Cases: 146					
Academic Year 2023-2024 Cases by Ethnicity	Black non-Hispanic	Hispanic	International	White non-Hispanic	Unknown
n cases					
Cases with alcohol related charges	0	5	0	0	80
Cases with drug related cases	0	0	0	1	43
Cases with alcohol and drug related charges	0	0	0	0	6
Subtotal Cases by Ethnicity	0	5	0	1	129
Total Alcohol or Drug Cases: 135					

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Academic Year 2022-2023 Sanctions by Case Charges	Alcohol	Drug	Alcohol & Drug
n = number of cases with sanction			
Additional Sanctions	28	20	0
Alcohol 101 Class or Individual	2	0	0
Alcohol Awareness Paper	2	0	0
Alcohol Research Summary	4	0	0
Attend Campus Event	1	1	0
Attend Residence Life Program	13	0	0
BASICS/CASICS Completion	1	3	0
Code of Ethics Review/Reflection	3	3	2
Complete Education Course	0	3	0
Create Video Reflection	6	3	0
Disciplinary Hold	28	23	2
Disciplinary Warning	0	3	0
DWI, DUI, MIP, PI, CAM Education Course	8	2	0
E.P.I.C. Mentor Visit	2	2	0
eCHECKUP TO GO	10	10	2
EPIC Sanction	2	2	0
Follow Up Meeting	10	7	0
Housing Probation	22	12	0
Housing Warning	16	0	0
Meet with UTSA Police Officer	1	0	0
Meet with VOICES Group or Staff	1	0	0
Referral to Resource	0	1	0
Reflective Paper	17	21	2
Research Paper	5	1	0
Research Student Organizations	6	3	0
Restriction of Right and Privilege	1	3	0
Retroactive/Deferred Suspension	5	11	1
Retroactive/Disciplinary Probation	28	20	2
Retroactive/Suspension	0	2	0
Return Journey	0	5	0
Suspension of Right and Privilege - Housing Only	2	11	1
Suspension of Right and Privilege - Park/Drive	2	1	0
University Career Center Meeting	3	1	0
Sanction Subtotals by Charges	229	174	12

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Total Sanctions in All Cases: 415**Cases with No Sanctions Reported****16****16****0**

Academic Year 2023-2024 Sanctions by Case Charges	Alcohol	Drug	Alcohol & Drug
n = number of cases with sanction			
Additional Sanctions	7	4	1
Alcohol Awareness Paper	3	0	0
Alcohol Research Summary	3	0	0
Attend Campus Event	3	1	0
Attend Residence Life Program	4	2	0
Code of Ethics Review/Reflection	7	1	0
Complete Education Course	4	0	0
Contact Campus Office	1	0	0
Create Video Reflection	4	1	0
Disciplinary Hold	25	7	2
Disciplinary Warning	1	1	0
DWI, DUI, MIP, PI, CAM Education Course	19	1	1
E.P.I.C. Mentor Visit	5	2	1
eCHECKUP TO GO	4	4	2
EPIC Sanction	1	0	0
Follow Up Meeting	1	1	1
Housing Probation	36	10	0
Housing Warning	1	2	0
Meet With Academic Success Coach	2	1	0
Meet with Health Educator	0	1	0
Meet with Office	0	1	0
Meet with Tomas Rivera Center	1	0	0
Meet with VOICES Group or Staff	1	0	0
Parking Expectations	0	1	0
Pay All Parking Fines	0	1	0
Reflective Art Expression	3	2	0
Reflective Paper	31	8	2
Research Paper	2	1	0
Research Student Organizations	9	4	0
Restriction of Right and Privilege	0	1	0

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Retroactive/Deferred Suspension	1	0	0
Retroactive/Disciplinary Probation	27	7	2
Suspension of Right and Privilege - Housing Only	1	0	0
Suspension of Right and Privilege-Leadership	1	0	0
University Career Center Meeting	6	0	0
Volunteer-On Campus Event	1	0	0
Sanction Subtotals by Charges	215	65	12
Total Sanctions in All Cases: 292			
Cases with No Sanctions Reported	3	24	0

Drug and Alcohol Incidents on Campus

In 2022 (calendar year) there were 42 drug arrests on the Main campus, and 6 on the Downtown Campus. There were 32 alcohol arrests on the Main campus, and 16 on the Downtown Campus.

There were 13 referrals for drug violations and 25 for alcohol violations.

In 2023 (calendar year) there were 34 drug arrests on the Main campus, 4 on the Downtown campus. There were 56 Alcohol arrests on the Main campus. Arrests are counted for citations and actual arrest.

There were 24 referrals for drug violations and 90 referrals for Alcohol violations. It should be noted this is for the 2023 calendar year.

There were no reports of alcohol and drug related incidents of vandalism.

In 2024, January 1 to August 31, there were 20 total drug arrests and 66 alcohol arrests between Downtown and Main Campuses. There were 9 Drug referrals, and 6 alcohol referrals.

Counseling and Treatment Referrals

Referrals to the Recovery Center

The UTSA Recovery center receives referrals for substance use assessment, counseling, and recovery support.

In 2022-2023 the Recovery Center saw a total of 89 individual students. Referral sources included: Student Conduct, Wellness 360, Athletics, Student Assistance Services, and self-referrals.

In 2023-2024 the Recovery Center saw a total of 179 individual students. Referral sources included: Student Conduct, Wellness 360, Athletics, Student Assistance Services, and self-referrals.

BASICS and CASICS

The UTSA Recovery Center receives referrals for Brief Alcohol Screening and Intervention for College Students (BASICS) and Cannabis Screening and Intervention for College Students (CASICS). Referral sources include housing, Wellness 360, Student Conduct and Community Standards, and Athletics. Students may also self-refer.

In 2022-2023 and 2023-2024:

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- the Recovery Center received 48 student referrals.
- 24 students were referred for BASICS (alcohol)
- 24 were referred for CASICS (marijuana)
- Referral sources included.
 - Student Conduct
 - Athletics
 - Wellness 360
 - Self-Referral
 - Recovery Center

Outside Treatment Referrals

The UTSA Recovery Center assesses and refers students to appropriate levels of treatment for substance use disorders and addictions.

2022-2023

- 2 students referred to intensive outpatient treatment for alcohol and cannabis use disorder.
- 1 student referred to detoxification and residential treatment services for substance use disorder.
- 1 student to eating disorder treatment.

2023-2024

- 1 student referred to Intensive outpatient treatment services due to cannabis use disorder.

Student Self-help Support Group attendance

Recovery support group meetings are facilitated by the UTSA Recovery Center and are designed to help students develop a positive social support system, while learning about building, and maintaining recovery. It is not required that students be in an abstinent based recovery, rather, they are encouraged to end unhealthy relationships with substances and/or addictive behaviors. Meetings are open to any student, faculty, staff, or community member who is in or interested in recovery from any type of substance or addictive behavior. In 2022-2024, the support meetings were offered in hybrid format. Meeting attendance is tracked at each individual meeting and is done anonymously and voluntarily; therefore, the total number of individual students who attended a self-help support group is not able to be determined.

- 2022-2023: 367 total student attendance counted
- 2023-2024: 806 total student attendance counted

National College Health Assessment (ACHA-NCHA)

The ACHA-National College Health Assessment (ACHA-NCHA) is a national research survey organized by the American College Health Association (ACHA) to assist college health service providers, health educators, counselors, and administrators in collecting data about their students' habits and behaviors on the most prevalent health topics. Data collection began in the Fall of the 2023-2024 academic year.

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Cis Men n=	Cis Women n=	Trans/GNC n=	Total
307	765	72	1144

Ever used:	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
<i>Percent (%)</i>				
Tobacco or nicotine delivery products (cigarettes, e-cigarettes, Juul or other vape products, water pipe or hookah, chewing tobacco, cigars, etc.)	33.1	29.2	37.1	30.8
Alcoholic beverages (beer, wine, liquor, etc.)	59.3	65.4	71.0	63.9
Cannabis (marijuana, weed, hash, edibles, vaped cannabis, etc.) <i>[Please report nonmedical use only.]</i>	33.2	33.9	52.2	34.9
Cocaine (coke, crack, etc.)	5.9	4.9	10.0	5.6
Prescription stimulants (Ritalin, Concerta, Dexedrine, Adderall, diet pills, etc.) <i>[Please report nonmedical use only.]</i>	7.2	7.1	11.4	7.5
Methamphetamine (speed, crystal meth, ice, etc.)	3.0	1.7	2.9	2.3
Inhalants (poppers, nitrous, glue, gas, paint thinner, etc.)	4.9	1.4	7.1	2.9
Sedatives or Sleeping Pills (Valium, Ativan, Xanax, Klonopin, Librium, Rohypnol, GHB, etc.) <i>[Please report nonmedical use only.]</i>	4.9	6.8	8.6	6.5
Hallucinogens (Ecstasy, MDMA, Molly, LSD, acid, mushrooms, PCP, Special K, etc.)	9.8	8.0	17.1	9.2
Heroin	1.6	.9	.0	1.0
Prescription opioids (morphine, codeine, fentanyl, oxycodone [OxyContin, Percocet], hydrocodone [Vicodin], methadone, buprenorphine [Suboxone], etc.) <i>[Please report nonmedical use only.]</i>	5.5	4.2	2.9	4.6

*These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use.

*Used in the past 3 months	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
<i>Percent (%)</i>				
Tobacco or nicotine delivery products (cigarettes, e-cigarettes, Juul or other vape products, water pipe or hookah, chewing tobacco, cigars, etc.)	17.6	17.5	26.4	18.1
Alcoholic beverages (beer, wine, liquor, etc.)	52.1	58.7	52.8	56.1
Cannabis (marijuana, weed, hash, edibles, vaped cannabis, etc.) <i>[Please report nonmedical use only.]</i>	19.5	17.9	38.9	19.5
Cocaine (coke, crack, etc.)	2.0	.8	28	1.2
Prescription stimulants (Ritalin, Concerta, Dexedrine, Adderall, diet pills, etc.) <i>[Please report nonmedical use only.]</i>	2.9	2.0	4.2	2.3
Methamphetamine (speed, crystal meth, ice, etc.)	1.3	.1	4.2	.9
Inhalants (poppers, nitrous, glue, gas, paint thinner, etc.)	2.0	.1	4.2	.9

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Sedatives or Sleeping Pills (Valium, Ativan, Xanax, Klonopin, Librium, Rohypnol, GHB, etc.) <i>[Please report nonmedical use only.]</i>	1.3	2.4	5.6	2.2
Hallucinogens (Ecstasy, MDMA, Molly, LSD, acid, mushrooms, PCP, Special K, etc.)	3.9	2.4	4.2	2.9
Heroin	.7	.3	0	.3
Prescription opioids (morphine, codeine, fentanyl, oxycodone [OxyContin, Percocet], hydrocodone [Vicodin], methadone, buprenorphine [Suboxone], etc.) <i>[Please report nonmedical use only.]</i>	2.0	0.8	2.8	1.2

**These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use.*

Substance Specific Involvement Scores (SSIS) from the ASSIST

Moderate risk use of the substance	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
Percent (%)				
Tobacco or nicotine delivery products	13.0	11.5	22.5	12.8
Alcoholic beverages	6.5	9.0	12.5	8.5
Cannabis (nonmedical use)	13.0	12.4	23.6	13.2
Cocaine	1.3	.4	2.8	.8
Prescription stimulants (nonmedical use)	2.3	1.3	1.4	1.6
Methamphetamine	1.0	.3	1.4	.5
Inhalants	1.6	.3	1.4	0.7
Sedatives or Sleeping Pills (nonmedical use)	1.6	1.6	5.6	1.8
Hallucinogens	1.6	1.3	4.2	1.6
Heroin	1.0	.1	0	.3
Prescription opioids (nonmedical use)	1.3	.3	0	0.5

**These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use*

*High risk use of the substance	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
Percent (%)				
Tobacco or nicotine delivery products	1.0	1.4	0.0	1.2
Alcoholic beverages	1.6	.7	0	.9
Cannabis (nonmedical use)	1.6	.7	2.8	1.0
Cocaine	.7	0	0	0.3
Prescription stimulants (nonmedical use)	.7	0	0	0.2
Methamphetamine	.3	0	0	.1
Inhalants	.3	0	1.4	0.2
Sedatives or Sleeping Pills (nonmedical use)	0.0	.3	0.0	.3
Hallucinogens	0.0	.1	7.7	0.1
Heroin	0	0	0	0
Prescription opioids (nonmedical use)	0.0	.1	0	.1

**These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use*

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Proportion of students who were prescribed medication and used more than prescribed or more often than prescribed in the past 3 months.	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
<i>Percent (%)</i>				
Prescription Stimulants	2.9	1.2	2.8	1.7
Prescription sedatives or sleeping pills	1.3	1.4	2.8	2.5
Prescription Opioids	1.3	1.4	2.8	.09

Tobacco or Nicotine Delivery Products	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
<i>Percent (%)</i>				
Cigarettes	7.2	5.4	12.5	6.4
E-cigarettes or other vape products (Juul, etc.)	10.7	13.54	19.4	13.0
Water pipe or hookah	1.3	1.4	5.6	1.6
Chewing or smokeless tobacco	1.3	.07	1.4	.9
Cigars or little cigars	4.6	.1	2.8	1.6
other	1.0	.1	0.0	.3

Students in Recovery

- 2.9 % of college students surveyed indicated they were in recovery from alcohol or other drug use.
 - 3.6% cis Men
 - 2.6% cis women
 - 7.3% transgender/gender non-conforming

When, if ever, was the last time you Drank Alcohol?	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
<i>Percent (%)</i>				
Never	28.0	25.9	22.9	26.5
Within the last 2 weeks	34.5	37.1	40.0	36.5
More than 2 weeks ago but within the last 30 days	10.7	10.2	7.1	10.0
More than 30 days ago but within the last 3 months	10.7	10.2	10.0	10.4
More than 3 months ago but within the last 12 months	9.1	10.1	11.4	9.8
More than 12 months ago	6.8	6.5	8.6	6.8

When, if ever, was the last time you used cannabis/marijuana?	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
<i>Percent (%)</i>				
Never	63.2	55.9	45.7	60.0
Within the last 2 weeks	10.4	10.7	18.6	11.2
More than 2 weeks ago but within the last 30 days	3.3	2.2	8.6	2.9
More than 30 days ago but within the last 3 months	5.2	8.0	10.0	7.5
More than 3 months ago but within the last 12 months	5.5	8.0	10.0	7.5
More than 12 months ago	12.4	15.6	7.1	14.0

*Students were instructed to include medical and non-medical use of cannabis

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Driving under the influence

- 14.3 % of college students reported driving after having any alcohol in the last 30 days. *
*Only students who reported driving in the last 30 days and drinking alcohol in the last 30 days were asked this question.
- 41.4 % of college students reported driving within 6 hours of using cannabis/marijuana in the last 30 days. *
*Only students who reported driving in the last 30 days and using cannabis in the last 30 days were asked this question.

Estimated Blood Alcohol Concentration (or eBAC) of college students. Due to the improbability of a student surviving a drinking episode resulting in an extremely high eBAC, all students with an eBAC of 0.50 or higher are also omitted from these eBAC figures. eBAC is an estimated figure based on the reported number of drinks consumed during the last time they drank alcohol in a social setting, their approximate time of consumption, sex, weight, and the average rate of ethanol metabolism. Only students who reported drinking alcohol within the last 3 months answered these questions.

Estimated BAC	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
Percent (%)				
< .08	87.7	82.4	87.2	84.3
< .10	90.6	88.2	89.7	89.0
Mean	.03	.04	.03	.04
Median	0.01	0.02	0	.02
Std Dev	.05	.05	.05	.05

*Reported number of drinks consumed the last time students drank alcohol in a social setting.

Number of Drinks	Percent (%)	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
4 or fewer		77.2	85.2	85.2	82.9
5		7.0	5.2	10.0	6.1
6		4.7	4.1	0	4.0
7 or more		11.1	5.5	7.5	7.0
Mean		3.2	2.7	2.6	2.8
Median		2.0	2.0	2.0	2.0
Std Dev		3.0	2.2	2.4	2.5

*Only students who reported drinking alcohol in the last three months were asked this question.

Reported number of times college students consumed five or more drinks in a sitting within the last two weeks:

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Among all students surveyed	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
Percent (%)				
Did not drink alcohol in the last two weeks (includes non- drinkers)	65.5	63.0	60.0	63.5
None	19.5	22.6	25.7	22.1
1-2 times	10.7	12.2	11.4	11.6
3-5 times	3.9	1.4	2.9	2.2
6 or more times	.3	.8	0	.6

**Only students who reported drinking alcohol in the last two weeks were asked this question.*

Among those who reported drinking within the last two weeks	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
Percent (%)				
Did not drink alcohol in the last two weeks (includes non- drinkers)				
None	56.6	61.1	64.3	60.6
1-2 times	31.1	32.9	28.6	31.8
3-5 times	11.3	3.9	7.1	5.9
6 or more times	.9	2.1	0	1.7

**Only students who reported drinking alcohol in the last two weeks were asked this question.*

***College students who drank alcohol reported experiencing the following in the last 12 months when drinking alcohol:**

Percent (%)	Cis Men	Cis Women	Trans/ Gender Non-conforming	Total
Did something I later regretted	12.0	11.5	10.4	11.6
Blackout (forgot where I was or what I did for a large period and cannot remember, even when someone reminds me)	5.0	9.0	8.3	7.8
Brownout (forgot where I was or what I did for short periods of time, but can remember once someone reminds me)	14.1	12.6	14.6	13.0

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Got in trouble with the police	2.5	.66	0	1.0
Got in trouble with college/university authorities	2.5	.6	0	1.0
Someone had sex with me without my consent	2.0	1.4	6.3	1.8
Had sex with someone without their consent	1.5	0	4.3	.7
Had unprotected sex	10.0	8.2	18.8	9.2
Physically injured myself	5.0	3.7	6.3	4.2
Physically injured another person	1.0	0	2.1	.4
Seriously considered suicide	1.5	2.5	4.3	2.4
Needed medical help	1.5	0.6	2.1	0.9
<i>Reported two or more of the above</i>	15.4	15.5	19.5	15.6

**Only students who reported drinking alcohol in the last 12 months were asked these questions.*

VI. Alcohol and Drug Prevention Policy

As an academic community, UTSA is dedicated to the advancement of knowledge through research and discovery, teaching and learning, community engagement and public service. UTSA is committed to having a campus that is free of the illegal or abusive use of drugs and alcohol. The University recognizes that the illegal and/or abusive use of drugs or alcohol by members of the University community can interfere with the University's commitments and accomplishing its missions. Further such use jeopardizes the safety and welfare of the individual, fellow employees, and the University community. Policies regarding alcohol and other drugs are outlined below.

Student Standards of Conduct

Series 50101, Section 2.1 of the Rules and Regulations of the Board of Regents of the University of Texas System provides that All students are expected and required to obey federal, State, and local laws; to comply with the Regents' Rules and Regulations, with The University of Texas System and institutional rules and regulations, and with directives issued by administrative officials of the U. T. System or U. T. System institution in the course of their authorized duties; and to observe standards of conduct appropriate for an academic institution.

Series 50101, Section 2.2 of the Rules and Regulations of the Board of Regents of the University of Texas System provides that each institution shall adopt rules and regulations concerning student conduct and discipline. Such rules shall be in accordance with a model policy developed by the Office of General Counsel that complies with State and federal law, Regents' Rules, and U. T. System policies. Institutional rules shall become effective upon review and approval by the Executive Vice Chancellor for Health Affairs or the Executive Vice Chancellor for Academic Affairs, as appropriate, and by the Vice Chancellor and General Counsel. Each student is deemed to have notice of the provisions of the Regents' Rules and Regulations and institutional policies.

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Section 401 of the Student Code of Conduct, Student Conduct and Community Standards may initiate an investigation of alleged violation(s) if a student has (1) any conduct which constitutes a violation of a federal, state, or local law regardless of whether the conduct takes place on or off Campus or results in the imposition of the penalty prescribed by the federal, state, or local law; (2) unauthorized use, possession, or consumption of any intoxicating beverage is prohibited on Campus or other University property. This includes underage possession or consumption of alcohol, providing alcohol to a minor, public intoxication, minor driving under the influence of alcohol, and driving while intoxicated; or (3) use, manufacture, possession, possession of drug paraphernalia, sale, or distribution on the Campus of the substances defined and regulated under Chapters 481, 482, 483, and 485 of the Texas Health and Safety Code, except as may be allowed by the provisions of such articles, [485](#) Of the Texas Health and Safety Code, except as may be allowed by such articles.

The UTSA Student Code of Conduct

The UTSA Student Code of Conduct can be found here: [Student Code of Conduct](#)

Sec. 201. Conduct Expected of Students

A student is expected and required to obey federal, state, and local laws; to comply with the Regents' *Rules and Regulations*, University rules and regulations (including this Policy), and directives issued by an administrative official of the System or the University of Texas at San Antonio in the course of their authorized duties; and to observe standards of conduct appropriate for an academic institution.

Sec. 202. Specific Conduct Proscribed

Disciplinary proceedings may be initiated against any Student for any of the following acts or violations:

12. use, manufacture, possession, possession of drug paraphernalia, sale, or distribution on the Campus of the substances defined and regulated under Chapters [481](#), [482](#), [483](#), and [485](#) of the Texas Health and Safety Code, except as may be allowed by the provisions of such articles.

13. unauthorized use, possession, or consumption of any intoxicating beverage is prohibited on Campus or other University property without prior written authorization by the President of the University or their designee. Customers of legal age under state law may purchase and consume alcoholic beverages in areas on the Campus specifically designated for the public sale and consumption of beer and wine. Residents of Laurel Village and University Oaks Apartments are authorized to possess and consume alcohol in the privacy of their living quarters, if they are of legal age under state law and if they comply with the community policy standards/regulations governing those two communities. Violations of this Policy also include but are not limited to underage possession or consumption of alcohol, providing alcohol to a minor, public intoxication, minor driving under the influence of alcohol, and driving while intoxicated. The University, however, in accordance with the Texas Alcoholic Beverage Commission's amnesty policy, affords amnesty to a minor seeking aid in a medical emergency if the minor (1) requested emergency medical assistance in response to the possible alcohol overdose of the minor or another person; (2) was the first person to make a request for medical assistance for the

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possible alcohol overdose of another person; (3) remained on the scene until the medical assistance arrived; and (4) cooperated with medical assistance and law enforcement personnel, if applicable;

14. any conduct which constitutes a violation of a federal, state, or local law regardless of whether the conduct takes place on or off Campus or results in the imposition of the penalty prescribed by the federal, state, or local law.

30. otherwise engaging in conduct inappropriate for members of an academic institution (such conduct includes, but is not limited to pranks, **being present and/or choosing to remain where the odor of marijuana is confirmed by a university official**, throwing food at persons or property, public nudity, unwanted communications, unwanted non-physical contact, and harassing telephone calls); and

31. attempting to commit or assisting with the commission or attempted commission of any of the foregoing listed violations.

Student Amnesty Policy

The Amnesty Policy applies to all current students at UTSA. This policy encourages students to report concerns regarding alcohol emergencies and avoid disciplinary action. Within the Student Code of Conduct, Section 202 (A) 13 it states, “in accordance with the Texas Alcoholic Beverage Commission’s amnesty policy, affords amnesty to a minor seeking aid in a medical emergency if the minor (1) requested emergency medical assistance in response to the possible alcohol overdose of the minor or another person; (2) was the first person to make a request for medical assistance for the possible alcohol overdose of another person; (3) remained on the scene until the medical assistance arrived; and (4) cooperated with medical assistance and law enforcement personnel, if applicable.”

Hazing

Prohibition of Hazing can be found here: [Prohibition of Hazing](#)

Under state law (§ [37.151 through 37.157](#) and [51.936](#) Texas Education Code) individuals or organizations engaging in hazing could be subject to fines and charged with a criminal offense.

The law defines hazing as any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include students at an educational institution. Hazing includes but is not limited to:

3. any activity involving consumption of food, liquid, alcoholic beverage, liquor, drug, or other substance which subjects the student to an unreasonable risk or harm, or which adversely affects the mental or physical health of the student.

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4. Activities that under certain conditions constitute acts that are dangerous, harmful, or degrading, in violation of subsection 202(A)(10) of the Student Code of Conduct, include, but are not limited to:

- the eating or ingestion of any unwanted substances.
- forced consumption of alcoholic beverages either by threats or peer pressure.

Nonsmoking Policy

UTSA is a tobacco and smoke-free campus. Smoking and the use of tobacco products are prohibited in and on all University-owned and leased property including but not limited to buildings, grounds, resident and housing areas, parking lots and structures, green space, sidewalks, walkways, and personal vehicles on the property. Tobacco products are defined as all forms of tobacco products including but not limited to cigarettes (of any kind, including herbal/spice cigarettes), cigars, pipes, water pipes (hookah), bidis, kreteks, electronic cigarettes, smokeless tobacco, snuff, and chewing tobacco. Details regarding the policy can be found in Section 9.36 of the Handbook of Operating Procedures. Compliance with the policy is the responsibility of all members of the University community, including contractors, vendors, and visitors. Violations will be dealt with case-by-case in accordance with established University disciplinary policies.

Housing and Residence Life

The Resident handbook can be found here: [Resident Handbook](#)

Alcohol- page 24 of the Resident Handbook

Alcoholic beverages are prohibited in or around any University Housing facility except Laurel Village (see below).

UTSA and Housing and Residence Life (HRL) support and comply fully with all federal, state, and municipal laws and University Regulations regarding possession and consumption of alcoholic beverages. This includes possession of an empty alcohol container that leads one to believe it was consumed on campus. This regulation also applies to all visitors, family, and any other campus areas. Visitors that violate the regulation may be escorted from the University Housing facilities. Chaparral Village and Alvarez Hall are alcohol-free residential facilities, and no alcohol is permitted at any time. The following applies to all residents and their guests:

- Intoxication is considered a violation and shall in no way limit the responsibility of residents or guests from the consequences of their behavior.
- Residents shall not participate in alcohol-related conduct, which infringes upon the rights of others to experience a quiet and orderly living environment.
- Residents who threaten their safety and/or others through the use of alcohol, or require the assistance of staff, will be subject to disciplinary action.
- Residents who violate the alcohol policy will be subject to disciplinary action as well as possible removal from University Housing.

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In Laurel Village, alcoholic beverages may be consumed or possessed in the individual residents' rooms, with the doors closed, if all occupants present in the room (residents and guests) are 21 years of age or older. Alcoholic beverages may be consumed or possessed in the entire apartment, including the shared apartment common spaces, if ALL occupants present in the apartment (residents and guests) are 21 years of age or older. Laurel Village residents 21 or older may only transport unopened alcohol to their unit in an opaque (i.e., not transparent, or translucent) bag or container.

If any resident or guest present in an apartment is not 21, then any other resident or guest that is 21 or older may only consume/possess alcohol in his/her individual bedroom. If alcohol is consumed in the presence of anyone less than 21 years of age, everyone present is in violation.

Consuming alcohol is not permitted in any public areas.

Large containers or volumes of alcohol are not allowed. Examples include, but are not limited to, kegs, party balls, other common source containers and individual containers larger than one liter. Beer bongs, funnels, taps, etc. are strictly prohibited.

Alcoholic beverages may not be sold or manufactured by anyone in any residential facility, regardless of the individual's age.

Empty alcohol containers will be viewed as evidence of consumption if possession leads one to believe the alcohol was consumed on campus and may subject individuals to the University disciplinary process. This includes decorative containers or collections. UTSA Police may dispose of all alcohol that is disallowed under this policy.

Residents who violate the alcohol policy will be subject to disciplinary action as well as possible removal from housing.

[Drugs-page 29 of the Resident Handbook](#)

UTSA and HRL support and comply fully with all federal, state, municipal laws and University Regulations regarding possession and usage of illegal substances. The following applies to all residents and their guests:

- All illegal drugs, narcotics, controlled substances, and drug paraphernalia are strictly prohibited. Possessing, using, being under the influence, distributing, manufacturing, or selling illegal drugs is prohibited.
- Residents are responsible for reporting the use, cultivation, manufacture, sales, and/or possession of illegal substances on campus to a staff member or the UTSA Police Department.
- A resident present in a unit where any illegal drug is present is in violation of the Housing Contract and may lose University Housing privileges and face possible dismissal from the University.
- The misuse of any drugs (prescription, over the counter, or illegal) shall in no way limit the responsibility of residents or guests from the consequences of their behavior.

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- All violations of the Resident Handbook drug policy as described above will result in immediate removal from on-campus housing. Likewise, any situation involving suspected drug use/possession will be referred to Student Conduct and Community Standards for further adjudication. You are reminded that when a resident of on-campus housing is evicted for a community policy violation, Student Conduct and Community Standards' university sanctioning typically includes the suspension of the right and privilege to reside in any on-campus housing. Student Conduct and Community Standards defines 'on-campus' housing to include Housing and Residence Life properties (Chaparral Village, Laurel Village, Alvarez Hall, Chisholm Residence Hall and Guadalupe Hall) and Campus Living Villages properties (University Oaks Apartments). It is recommended that you pursue off-campus housing arrangements when evicted from any on-campus housing area for a community policy violation.

University Oaks

Alcohol

L2. ALCOHOL - Possession or consumption of alcoholic beverages by you and your guests at University Oaks must be in compliance with local, state and federal laws, and with the rules and regulations of the University. If you are under 21 years of age, you may not consume or possess alcohol. If you are of legal drinking age, alcohol may not be consumed in front of a minor roommate or resident. Large containers or volumes of alcohol, such as kegs, are not allowed on the premises. Alcohol may not be consumed or displayed in public areas, including balconies, patios, and walkways. Kegs of any type and other common source alcohol containers are not allowed. We will dispose of any alcohol remaining in containers of this type found on the property. Alcohol-related conduct that ignores the rights of others to a quiet, orderly living environment is not acceptable. Kegs of any type and other common source alcohol containers are not allowed. Beer bongos, trashcan punch, party balls, alcohol-soaked fruit, and any other items related to excessive alcohol consumption are prohibited. In addition, alcohol drinking games are not permitted.

Drugs

L3. DRUGS, DRUG PARAPHERNALIA AND ILLEGAL SUBSTANCES – The use, manufacturing, possession and/or distribution of drugs, drug paraphernalia and/or illegal substances is strictly prohibited and will result in eviction and referral to the University judicial officer and law enforcement agencies.

Athletics

UTSA Athletics' core purpose is to develop champions in the classroom, in competition and in life, while serving as an integral part of the undergraduate student experience, enhancing the visibility of the university, and engaging the community.

UTSA Athletics Compliance and Sports Medicine staff conduct annual meetings with all student-athletes regarding institutional, Conference USA and National Collegiate Athletics Association drug testing policies and procedures as well as implications for positive tests. Other methods of education

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(e.g., student-athlete development blackboard course and campus Vector Solutions modules) are provided throughout the year in collaboration with Campus partners. UTSA Athletics Sports Medicine reinforces the need to check with Athletic Trainers on nutritional supplementation and food products before use.

Student-Athlete Handbook

The Student-Athlete Handbook can be found here: [Student-Athlete Handbook](#)

Alcohol and Drug Use-page 3 of Student-Athlete Handbook

Student-athletes will not consume alcoholic beverages on team trips or athletic events. They will comply with all alcohol and substance policies described in the UTSA Code of Student Conduct and student-athlete drug testing program. Student-athletes will not use or distribute banned substances, including illegal and “performance enhancing drugs,” or take prescription drugs unless they have been prescribed for them by a medical professional. Violations of UTSA’s drug testing program are not dealt with under this Code yet will follow the sanctions set forth in that program.

UTSA Athletics Drug Testing Program-page 32 of Student-Athlete Handbook

Drug Testing Policy

As a participant in the NCAA Division I Athletics, student-athletes are expected to live and promote healthy lifestyles. The UTSA Athletics Department is committed to providing the resources necessary to assist student-athletes in this endeavor. As part of this commitment, UTSA Athletics has developed the following Drug Testing Program to support student-athletes and ensure student-athletes are maintaining healthy lifestyles. All student-athletes are subject to the Drug Testing Program and will sign an annual acknowledgement of their understanding of the program. While there are many similarities to the NCAA Drug Testing Program, this is an institutional drug testing program and is not intended to replace or replicate the NCAA Drug Testing Program.

Routine testing will take place throughout the year as outlined in the program. Sanctions and appeals will be handled according to the protocols listed herein. This program will be reviewed by the VP for Athletics and other athletics administrators on an annual basis.

Prohibited acts of the UTSA Athletics Drug Testing Program include:

- Possessing or using illegal substances, as defined by law.
- Possessing or using controlled substances as defined by law (provided that controlled substances may be taken pursuant to a properly issued prescription in the amount prescribed).
- Using any substance listed on the NCAA list of banned substances.
- Distributing, selling, or possessing with the intent to distribute illegal or controlled substances, as defined by law; and
- Other prohibited acts as described in the UTSA Student Code of Conduct (HOP 5.5.2) and the Residence Life Handbook.

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Substance Abuse Committee-Page 32 of Student-Athlete Handbook

UTSA Athletics will utilize a “Decision by Committee” approach to many of the matters concerning drug testing and substance abuse treatment. The Substance Abuse Committee (SAC) will be comprised of the following Athletics Department personnel and stakeholders:

- The Vice President for Intercollegiate Athletics (VP for Athletics)
- Senior Woman Administrator (SWA)
- Associate AD for Sports Medicine
- Associate AD for Compliance
- Athletics Department Drug Testing Coordinator
- Athletics Department Counselor
- Faculty Athletics Representative

If circumstances dictate, the following stakeholders may be added to the committee:

- University Counseling Center representative
- Team Physician(s)

Drug Education-Page 32 of Student-Athlete Handbook

Each academic year, personnel from the Department of Athletics will review the University’s drug testing program with student-athletes. During this meeting, student-athletes are also informed of the NCAA drug testing program. All incoming student-athletes will receive drug and alcohol education presented by university personnel as part of their Academic Inquiry and Scholarship course and/or through the personal development programming of the Leadership and Professional Development Academy within Athletics. A student-athlete who tests positive for a banned substance will be required to participate in additional educational opportunities as part of his/her sanctions.

Method of Testing-Page 33 of Student-Athlete Handbook

All student-athletes will be subject to a random testing program. The standard method of testing will be urinalysis, unless otherwise determined by the SAC. For a current listing of the banned drug list, refer to the NCAA’s website at: [NCAA Banned Substances](#). UTSA may test for any of the substances that appear on the NCAA’s list of banned drugs. UTSA reserves the right to test for substances not contained on the NCAA banned-drug list as well.

Selected Types of Drug Testing-Page 33 of Student-Athlete Handbook

Random Testing - All student-athletes listed on the institutional squad lists are subject to unannounced random testing. An independent 3rd party collection agency will select student-athletes from the official institutional squad lists by using a computerized random number program.

Reasonable Suspicion Screening - If any staff member feels there is probable cause that a student-athlete(s) violated the drug policy, they can present information to the SAC. If the SAC determines there is reasonable basis to believe a student-athlete(s) is using a banned substance, the Athletics Department Drug Testing Site Coordinator (DTSC) will work to arrange testing for said athlete(s). SAC will also arrange to have a student-athlete tested if Student Conduct and Community Standards inform them that a violation of the *Student Code of Conduct* has occurred.

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Notification and Reporting for Collections-Page 33 of Student-Athlete Handbook

Prior to the start of competition each year, every student-athlete will be provided access to and sign an acknowledgement of the UTSA Athletics Drug Testing Program. By signing the acknowledgement, student-athletes indicate their receipt and understanding of the program. Further, this serves as their consent to random drug testing as outlined in the program. If the student-athlete is a minor (under age 18), the signature of their parent or legal guardian will be required. Signing of the acknowledgement/consent form is a condition for participation in athletics. Testing can take place at any time during the calendar year, to include the regular academic year, summer, and vacation periods.

The student-athlete will be notified of and scheduled for testing by the Athletics DTSC. Failure to show up for a drug test after receiving notification will be considered a positive test and sanctions will be applied accordingly.

The Athletics DTSC or their designee will be at the testing site to certify the identity of the student-athletes selected. Student-athletes shall provide picture identification and surrender all electronic devices prior to entering the testing station. The Athletics DTSC or their designee will remain at the testing site until all student-athletes complete the collection process.

The student-athlete may be asked to remove any or all clothing during collection, if a reasonable suspicion of outside elements or an attempt to manipulate the testing exists.

Medical Exceptions-Page 34 of Student-Athlete Handbook

UTSA requires all student-athletes keep the athletics training staff and/or team physician aware of any prescribed drugs and dietary supplements they may be taking, prior to being tested, and throughout the year. Ultimately, each student-athlete takes on sole responsibility for any and all substances to which they are exposed.

The NCAA and UTSA recognize some banned substances are used for legitimate medical purposes. Accordingly, the NCAA and UTSA may allow exceptions to be made for those participants with appropriate medical documentation demonstrating the necessity for use of a banned substance. Exceptions may be granted for substances included in the following classes of banned drugs: anabolic agents, stimulants, beta blockers, diuretics, anti-estrogens, beta-2 agonists, and peptide hormones. Information regarding these medical exceptions can be found at [Medical Exceptions Procedures](#).

There is a stricter application of the NCAA Medical Exception Policy, specifically for the use of banned stimulant medication to treat attention deficit hyperactivity disorder (ADHD). This stricter application requires documentation that demonstrates the following:

- The student-athlete has undergone a clinical assessment to diagnose ADHD using DSM-V criteria.
- The student-athlete is being monitored routinely for use of stimulant medication.
- The student-athlete has a current prescription on file.

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Failure to provide this information can result in the student athlete being denied a medical exception for stimulant use. This documentation should be kept on file in the student-athlete's medical record and readily available in the event the student-athlete tests positive for the banned medication. Student-athletes who are currently taking a banned stimulant for the treatment of ADHD must provide this documentation at the start of their eligibility or as soon as possible after diagnosis. Furthermore, student-athletes who do not disclose to the athletic training staff that they are taking a banned substance could potentially face loss of eligibility in the event of a positive NCAA or institutional drug test. It is illegal to consume medications prescribed to another individual and to provide another individual with medications prescribed to you. If it is determined a student-athlete has taken medication prescribed to and provided by another, both parties may face sanctions. Student-athletes are required to report all medications to the athletic training staff. If a student-athlete tests positive for a prescription medication, the following documentation is necessary to approve a medical exception:

- Documentation from physician indicating necessity of medication.
- Copy of current prescription or packaging label, dated within last 30 days. If dated beyond 30 days, documentation must support use beyond 30 days.

Medication from a previous injury, condition, procedure, or surgery, should be disposed of and is not permissible for use after the resolution of respective injury, condition, procedure, or surgery.

Sanctions-Page 35 of Student-Athlete Handbook

First Violation of the Drug Testing Program:

- The student-athlete will be referred to mandatory counseling services for evaluation, education, and counseling sessions. The substance abuse counselor will determine the appropriate duration of counseling required.
- Additional sanctions may be applied if University policy infractions supersede Department of Athletics policy.
- The student-athlete will be subject to subsequent follow-up testing at the discretion of the SAC.

Failure or refusal to participate in the conditions set forth in this policy and/or those provided by counseling services will be treated as a second positive test result. Failure to complete the requirements mentioned for a first violation prior to a second violation will also result in an immediate third positive test result.

Second Policy Violation of the Drug Testing Program:

- Suspension: The student-athlete will be suspended for 10% of their team's total scheduled contests for that Championship season (regular season or post season, not exhibition games). If the positive test occurs during the off-season, the suspension will apply to the beginning of the next season. If the season ends prior to the student-athlete completing his/her suspension, the balance of the suspension will be served in the subsequent season. Suspensions will be applied to regular season and post-season competition only. Non-championship season

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competitions and exhibition/scrimmage competitions will not be counted in determining the length of the suspension.

- Counseling: The student-athlete will be referred to mandatory counseling services for evaluation, education, and counseling sessions. The substance abuse counselor will determine the appropriate duration of counseling required.
- Additional sanctions may be applied if University policy infractions supersede Department of Athletics policy.
- Additional Drug Testing: The student-athlete will undergo subsequent regular testing for up to one year from the date of the second violation or until the SAC has deemed the drug testing unnecessary.

Failure or refusal to participate in the conditions set forth in this policy and/or those provided by counseling services will be treated as a third positive test result. Additionally, failure to complete the requirements mentioned for a second violation prior to a third violation will also result in an immediate fourth positive test result.

Third Policy Violation of the Drug Testing Program:

- Suspension: The student-athlete will be suspended for 25% of their team's total scheduled contests for that Championship season (regular season or post season, not exhibition games). If the positive test occurs during the off-season, the suspension will apply to the beginning of the next season. If the season ends prior to the student-athlete completing his/her suspension, the balance of the suspension will be served in the subsequent season. Suspensions will be applied to regular season and post-season competition only. Non-championship season competitions and exhibition/scrimmage competitions will not be counted in determining the length of the suspension.
- Counseling: The student-athlete will be referred to mandatory counseling services for evaluation, education, and counseling sessions. The substance abuse counselor will determine the appropriate duration of counseling required.
- Additional sanctions may be applied if University policy infractions supersede Department of Athletics policy.
- Additional Drug Testing: The student-athlete will undergo subsequent regular testing for the remainder of his/her eligibility or until the SAC has deemed the drug testing unnecessary.

Failure or refusal to participate in the conditions set forth in this policy and/or those provided by counseling services will be treated as a fourth positive test result. Additionally, failure to complete the requirements mentioned for a third violation prior to a fourth violation will also result in an immediate dismissal from the athletic program.

Fourth Policy Violation of the Drug Testing Program:

The student-athlete will be dismissed from the athletics program. Further sanctions by the University may be imposed, including suspension or expulsion.

****All % suspensions will be for complete contests and will be rounded up or down using traditional rounding methods. All numbers are subject to change from year to year**

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based on the number of actual scheduled contests. Golf percentages will be based on the number of scheduled tournaments for the year. Tennis percentages will be based on scheduled team matches (individual competitions will not be included). Track percentages will be based on the current competitive season that the student-athlete is competing in or the next available season that the student-athlete will compete.

Additional Information – Sanctions-Page 36 of Student-Athlete Handbook

- All positive results are cumulative. Regardless of any negative tests that may occur subsequent to a positive test, any future positive test result will be equivalent to a second policy violation.
- Unexcused absences from this testing procedure will result in a positive test.
- Following the first and/or second positive drug test offenses, the student-athlete will be retested anytime *within 30 days*, or as circumstances dictate, from the initial testing date. The results of this retest must be negative or at least show evidence of no new drug use, or it will be considered an additional positive drug test offense. If the retest returns positive, a laboratory analysis of results will determine if there was new drug use since the last testing date. Once a negative screen is obtained, any subsequent positive screens will be treated as an additional drug test offense.

All student-athletes who have tested positive for a banned substance must undergo re-entry testing; and in the case of a second positive drug test offense, the results must report as negative before the student-athlete is allowed to return to competition. ***With a second positive drug test offense, no student-athlete will be allowed to return to competition while the results of the most recent retest are still positive for the identified substance.*** In this instance the student-athlete will undergo weekly retesting to determine when the student athlete can return to competition. The results of any subsequent retesting must be received by the Associate Athletic Director for Sports Medicine/Athletic Training and/or Associate Athletic trainer before a student-athlete can be granted re-entry into competition. This retesting will be conducted as early as possible on a weekly basis.

Notification of Positive Drug Tests and Appeals

Upon receiving notification of a positive drug test, the following will occur:

- Associate AD for Compliance will notify the VP for Athletics, Associate AD for Sports Medicine and SWA.
- The SWA will notify the Sport Supervisor if different than above titled individuals. The Sport Supervisor will notify the Head Coach.
- Associate AD for Compliance (or their designee) will notify the student-athlete of the positive test and explain the appeals process in a timely manner.
- The Associate AD for Sports Medicine will notify student-athlete's assigned Athletic Trainer.

Appeals Process-Page 37 of Student-Athlete Handbook

Student-athletes who test positive under the terms of the UTSA Drug Testing Program will be entitled to an appeal hearing with the SAC prior to the imposition of any sanction. Requests for such a hearing must be made within 72 hours of notification of a positive test result. If the 72 hours end on a weekend or holiday, the request must be made by noon on the next business day. Requests must be in writing and received by the SWA. The student-athlete will be provided with the guidelines of the appeals process at

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the time of appeal notification. The student-athlete may remain eligible during the appeals process, based on the discretion of the SAC and subject to student conduct rulings.

If a positive test is appealed, the Associate AD for Compliance will request the laboratory to perform testing on specimen B. Specimen B findings will be final, subject to the results of any appeal. If specimen B results are negative, the drug test will be considered negative.

During the appeals hearing the student-athlete may have an advisor present, or any representative other than an attorney, if the student so desires. However, the student-athlete must present his or her own case. If reasonable under the circumstances, the meeting should take place no more than 10 business days after the written request is received.

The SAC Appeals Committee will consist of at least three members. At least one member of the committee will be the Faculty Athletics Representative, or a university staff member not employed by the Department of Athletics. Either the student-athlete or the other parties involved may request an extension of time to the SWA, who will consider whether to grant the extension upon a showing of good cause. These proceedings shall include an opportunity for the student-athlete to present evidence, as well as to review the results of the drug test(s). The proceedings shall be confidential. The decision by the SAC Appeals Committee regarding the sanction to be imposed shall be final. The student-athlete will be notified of the SAC's decision within three business days of the hearing.

Athletics Safe Harbor Program-Page 37 of Student-Athlete Handbook

Voluntary Disclosure

A student-athlete who has engaged in prohibited drug use or has a substance abuse problem is encouraged to seek assistance from the Department of Athletics by voluntarily disclosing their drug use prior to an announced drug test and requesting to enter the Safe Harbor Program. This disclosure can be made to any coach, administrator, athletic trainer, or the DTSC. The Safe Harbor Program does not apply to the NCAA drug testing program, only institutional testing.

Official entrance into the Safe Harbor Program is the decision of the SAC. SAC will make the decision after reviewing the information provided by the staff member who made the referral as well as information provided by the student-athlete being referred.

- The SAC will notify the Associate AD for Sports Medicine of their decision for entry. The Associate AD for Sports Medicine in turn will notify the student-athlete and the student-athlete's assigned Athletic Trainer of entry into the program. The assigned trainer will notify the head coach about the student-athlete's entrance into the Safe Harbor Program.
- The student-athlete entering the Safe Harbor Program will be required to take a drug test to establish a baseline. The baseline test will not be deemed an offense for purposes of determining sanctions under this program.
- A student-athlete's request to enter safe harbor will not result in sanctions affecting their participation in practice and/or competition unless participation is deemed unsafe by the SAC in consultation with a Counselor.
- The student-athlete will be required to undergo an evaluation by a Counselor assigned by the Department of Athletics. The Counselor shall determine the appropriate form(s) of intervention

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and rehabilitation needed by the student-athlete, based on the circumstances of the case. All treatment plans will include regular follow-up testing while in Safe Harbor.

- Each case will be reviewed in 30-day increments to determine if continuance or cessation is needed. At that time the counselor feedback, objective drug tests and subjective (e.g., SURE Screen) clinical measures, any student-athlete feedback, any new information, or substance abuse history may be taken into consideration.
- Failure to complete the treatment plan recommended by the Counselor or having a positive test for any banned substance that indicates new use while participating in the Safe Harbor Program, will be deemed an offense under the Drug Testing Program and will be treated as a positive drug test in accordance with the continuum of sanctions.
- Following the completion of a Safe Harbor treatment plan, a student-athlete will be subject to follow-up testing at the discretion of the SAC. Non-compliance will be treated as a positive drug test in accordance with the continuum of sanctions.
- A student-athlete may only enter into the Safe Harbor Program once. Re-entry will be considered only in exceptional circumstances, under the recommendation of the counselor designated by Athletics, and under the discretion of the SAC.

****If a student-athlete is receiving counseling and/or treatment from an outside physician/counselor, they will be required to be evaluated by a Department of Athletics physician/counselor before being cleared to return.**

2020-2021 NCAA Division I Manual •

Article 10 – Ethical Conduct •

Article 11 – Conduct and Employment of Athletics Personnel •

Article 12 – Amateurism and Athletics Eligibility (Bylaw 12.7.3 – Drug-Testing Consent Form) •

Article 18 – Championships and Postseason Football (Bylaw 18.4.1.4 – Ineligibility for Use of Banned Drugs) •

Article 31 – Executive Regulations (Bylaw 31.2.3 – Ineligibility for Use of Banned Drugs) •

Enforcement and Compliance

Students

Students found responsible for the use, manufacture, possession, possession of drug paraphernalia, sale, or distribution of the substances defined and regulated under State and Federal law are subject to disciplinary action. This includes, but is not limited to, disciplinary warning, disciplinary probation, alcohol or drug education course, educational programs, suspension of rights and privileges, restitution, deferred suspension, suspension, bar from readmission, or expulsion.

Enforcement of Alcohol and Drug Laws

UTSAPD police officers actively issue court appearance citations and make custodial arrests enforcing Texas drug and alcohol laws. These situations are referred to Student Conduct and Community Standards for review of possible violations of the Student Code of Conduct.

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UTSAPD officers as Drug Recognition Experts (DRE)

UTSAPD has an officer trained as DRE to provide on-scene impairment recognition, subject matter expertise testimony in court, and community-wide educational awareness support. A DRE is a police officer trained to recognize impairment in drivers under the influence of various substances (both legal and illegal). The International Association of Chiefs of Police coordinates the program with support from the National Highway Traffic Safety Administration.

Conduct Process Overview

Student Conduct and Community Standards reviews referrals regarding alleged violation(s) of the Student Code of Conduct. These referrals can come from different campus departments (e.g., UTSA Police Department, Housing and Residence Life, Campus Living Villages, Parking and Transportation, University Technology Solutions, etc.), fellow students, faculty, staff, and the San Antonio community. These reports are reviewed, and students are sent a summons to meet with the office to discuss the alleged violation(s). Sanctions are assessed based on the nature of the case and the severity of the violation(s). These sanctions can include, but are not limited to, disciplinary warning, disciplinary probation, alcohol or drug education course, educational programs, suspension of rights and privileges, restitution, grade-related sanctions (regarding cases of academic dishonesty), deferred suspension, suspension, bar from readmission, or expulsion.

Student Conduct and Community Standards, Housing and Residence Life, and Campus Living Villages use the E.P.I.C. Journey Sanctioning Model. The E.P.I.C. Journey is a unique, collaborative strategy addressing violations of community standards by assessing skill sets in four areas: engagement with the university, personal development, interpersonal development, and community membership. The E.P.I.C. Journey philosophy entails giving students a question-based assessment during their educational meeting, developing sanctions, utilizing motivational interviewing to develop the confidence to change, assigning a mentor to develop engagement, and implementing programming that reinforces the desired skill sets. This holistic approach forms an intentional and personal journey aimed at transforming decision-making patterns.

Employee and Faculty Handbook of Operations

9.18 Drugs and Alcohol

Drugs and Alcohol policy can be found here: [9.18 Drugs and Alcohol](#)

POLICY STATEMENT

The University of Texas San Antonio (UTSA) is committed to having a campus that is free of the illegal or abusive use of drugs and alcohol. The University recognizes that the illegal and/or abusive use of drugs or alcohol by members of the University community can prevent the University from meeting its commitments and accomplishing its missions. Further such use jeopardizes the safety and welfare of the individual, fellow employees, and the University community.

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Consistent with state and federal law, the University will maintain a workplace free from the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance and/or alcohol. This policy is implemented in compliance with the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act Amendments of 1989.

The purpose of this statement is to establish policy for all UTSA employees concerning manufacture, sale, possession, distribution, or use of alcohol or illegal drugs.

1. during working hours.
2. in a manner while off duty that impairs on-duty work performance; or
3. in a manner while in attendance at an official University function or at an authorized University site that adversely affects the performance of the employee or may adversely affect the health or safety of any other person.

The provisions of this drug and alcohol policy do not relieve an employee from requirements pursuant to other university policies on drugs and alcohol.

RATIONALE

A work environment that is free of employees whose performance is adversely affected by drugs or alcohol is especially important in academic and health settings. The University expects employees to report to work able to perform their duties safely and efficiently.

SCOPE

This policy applies to all UTSA employees.

RESPONSIBILITIES

The Employee

- Complies with university policies regarding drugs and alcohol.

University

- Encourages employees who use illegal drugs, or abuse controlled substances, or abuse alcohol to seek help from available resources.
- Make an ongoing, good faith effort to maintain a drug-free workplace by meeting the requirement of the Drug-Free Workplace Act of 1988.

PROCEDURES

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I. Policy

1. The unauthorized purchase, manufacture, distribution, possession, sale, storage or use of an illegal drug or controlled substance while on duty, while in or on premises or property owned or controlled by the University, or while in vehicles used for university business is prohibited.
2. The unauthorized use or possession of alcohol while on duty or while in vehicles used for university business is prohibited.
3. The use of alcohol or an illegal drug or controlled substance while not on duty which adversely affects job performance or may adversely affect the health or safety of other employees, students, visitors, or patients is prohibited.
4. The use of alcohol at an authorized University function, in the course of official University business, or at an authorized University site which adversely affects job performance or may adversely affect the health or safety of any other person is prohibited.
5. Published warnings about prescribed or over-the-counter medication and its impact on work performance or the adverse effects on the safety of others must be heeded by the employee. A supervisor's advice and assistance may be necessary when job adjustments are required to ensure an employee's ability to perform assigned work in a safe manner because of the use of such medications.
6. The distribution to others of a drug or controlled substance obtained pursuant to a prescription, except by duly licensed and certified persons, while on duty or while in or on premises or property controlled by the University is prohibited.
7. All employees are required to notify the University in writing within five (5) calendar days of a conviction under a criminal drug statute for a violation occurring in the workplace.
8. Having received such notice or otherwise obtaining actual notice, a supervisor is required to make a report within ten (10) calendar days to a contracting officer if required under the terms of the grant or contract. A supervisor will initiate personnel action within thirty (30) calendar days of being notified, if required under the terms of the grant or contract.
9. All employees are responsible for enforcing this policy.
10. All employees are prohibited from interfering with the implementation of this policy.

II. ENFORCEMENT

1. An employee who violates this policy may be subject to disciplinary action up to and including termination of employment.

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2. At the discretion of the University, the employee may be referred to an employee assistance program and may be required to participate in and satisfactorily complete a chemical abuse rehabilitation program as a condition of continued employment.
3. Supervisors will contact Human Resources Employee Relations when an employee is observed performing behavior in violation of this policy or appears to be impaired.
4. Employees may be required to undergo drug and alcohol testing pursuant to drug and alcohol program requirements for specific positions.

III. University Employee Assistance

Because of the considerable health risks involved in drug and alcohol use, resources are available to assist the University community in understanding and dealing with drug and alcohol abuse problems. University employees can learn about the dangers of substance abuse and get information about treatment and counseling options available to the University community through the Employee Assistance Program and the Office of People Excellence. Employees who use illegal drugs or abuse controlled substance or alcohol are encouraged to seek help from available resources.

IV. Supervisor Training

The university will provide training to those individuals with supervisory responsibility over positions with duties that require drug testing when such training is required by law.

V. Dissemination of Policy and Drug Free Workspace Statement

1. A Drug Free Workplace policy statement will be published in institutional policies and procedures.
2. The following notice shall be provided to all university employees when hired and the record of notice maintained:

Pursuant to the Drug-Free Workplace Act of 1988 (41 U.S.C.A. §§ 701-707), the university is required to notify all employees that the unlawful manufacture, sale, distribution, dispensing, possession, or use of a controlled substance in or on any premises or property owned or controlled by the University is prohibited. A controlled substance is any substance so defined by federal or state statute or regulation. Any employee who is found guilty (including a plea of no contest) or has a sentence, fine or other penalty imposed by a court of competent jurisdiction under a criminal statute for an offense involving a controlled substance that occurred in or on premises or property owned or controlled by the University shall report such action to his/her supervisor within five (5) days.

An employee who unlawfully manufactures, sells, distributes, possesses or uses a controlled substance in or on premises or property owned or controlled by the University, regardless of whether such activity results in the imposition of a penalty

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under a criminal statute, will be subject to appropriate disciplinary action, up to and including termination of employment, or will be required to participate and satisfactorily complete an approved drug assistance or rehabilitation program or both.

9.30 Drug and Alcohol Testing (Certain Holders of Commercial Drivers' Licenses)

Drug and Alcohol Testing policy can be found here: [9.30 Drug and Alcohol Testing](#)

I. POLICY STATEMENT

The University of Texas at San Antonio (UTSA) is committed to providing a safe, healthy, and productive working environment, and to comply with the regulations issued by the U.S. Department of Transportation, specifically the Procedures for Transportation Workplace Drug and Alcohol Testing Programs and Controlled Substances and Alcohol Use and Testing requirements.

II. RATIONALE

This policy is furnished as a guide to UTSA staff to enable them to comply with the federal regulations required to maintain a commercial drivers' licenses.

III. SCOPE

This policy applies to all persons who are applicants for, or who are employed in positions with duties or activities that involve the requirement of a commercial driver's license, otherwise referred to herein as safety-sensitive functions. The provisions of this Drug and Alcohol Testing policy do not relieve an employee from requirements pursuant to other UTSA policies on drugs and alcohol.

IV. RESPONSIBILITIES

a. Applicants for Safety-Sensitive Positions

- i. Consent and submit to a urinalysis on acceptance of the conditional offer for hire in a Safety Sensitive Position.
- ii. Consent to three-year records check of the Department and Transportation Drug and Alcohol Testing history as required by DOT.
- iii. Applicants selected for hire who refuse to consent to a urinalysis or who test positive for the presence of [illegal drugs in prohibited concentrations](#) will not be considered for employment in a position covered by this policy and may not reapply for such employment for a period of six months.

b. Employees in Safety-Sensitive Positions

- i. Abide by this policy and applicable DOT laws for use of prescriptions drugs and alcohol.
- ii. Consent to Drug and Alcohol Testing as outlined in this policy, department procedures and/or dictated by DOT.

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- iii. Properly report prescription drug use and vehicle accidents as outlined by DOT regulations.
 - iv. Follow all renewal requirements for medical cards and CDL.
- c. Supervisor/Manager
 - i. Will ensure that all published or posted notices of vacancies in Safety-Sensitive Positions shall state that all applicants selected for hire will be required to consent to a urinalysis for the purpose of testing for the presence of illegal drugs.
 - ii. Notify applicants selected for hire of the testing procedures either verbally or in writing.
 - iii. Allow employee(s) to leave during a scheduled shift for drug and alcohol testing once notified of request.
 - iv. Refer employees in Safety-Sensitive Positions to EHSRM when there is reasonable suspicion that an employee is under the influence of drugs or alcohol for appropriate testing in accordance with this policy.
 - v. Follow all reporting guidelines as outlined in this policy, department procedures and/or dictated by DOT.
- d. Environmental Health Safety and Risk Management (EHSRM)
 - i. Coordinates Drug and Alcohol Testing Program with department and vendor.

V. PROCEDURES

- a. Applicants for Employment
 - i. All applicants who have been conditionally accepted for employment in positions involving safety-sensitive functions will be required to provide a urine sample for testing for the presence of illegal drugs in accordance with EHSRM department procedures and guidelines. A confirmed negative test result will be required on the controlled substance test. (Confirmation is done through testing vendor.)
 - ii. All published notices of vacancies in positions covered by this policy shall state that the applicant selected for hire will be required to consent to a urinalysis for the purpose of testing for the presence of illegal drugs.
 - iii. Applicants selected for hire who refuse to consent to a urinalysis or who test positive for the presence of illegal drugs in prohibited concentrations will not be considered for employment in a position covered by this Policy and may not reapply for such employment for a period of six months.
 - iv. Prior to signing the consent form, applicants selected for hire will be informed of the testing procedures either orally or in writing.

VI. Prohibited Employee Conduct

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- a. Alcohol use or possession is prohibited (a) while on duty; (b) four hours before being on duty requiring the performance of a safety-sensitive function; or (c) during the eight hours following an accident requiring a post-accident test or until the employee undergoes a post-accident test, whichever occurs first.
- b. Employees are prohibited from having concentrations of alcohol (0.04 or greater) in their system while on duty requiring the performance of safety-sensitive functions.
- c. Drug use or possession of controlled substances is prohibited while on duty, except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a commercial vehicle.
- d. Testing positive for controlled substances above the allowed thresholds while holding a position requiring the performance of a safety-sensitive function is prohibited.
- e. Refusal to submit to required testing is prohibited.
- f. Knowledge of prohibited conduct. A supervisor shall not allow an employee to perform or continue to perform safety-sensitive functions when the supervising employee has actual knowledge that a driver has engaged in prohibited conduct described in 1 through 5 above.

VII. Employee Testing

Employees performing safety-sensitive functions may be required to submit to testing to determine the presence of illegal drugs or alcohol under the following circumstances:

- a. Accidents.
Employees involved in such accidents as listed below are required to report them immediately to their supervisor. When performing safety-sensitive functions and involved in an on-the-job driving accident that:
 - i. Results in the death of a person; or
 - ii. Results in a citation to the employee, within 8 hours of the occurrence, under state or local law for a moving traffic violation arising out of the accident; and
 1. Bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident; or
 2. One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.
- b. When observed using alcohol or illegal drugs while on duty requiring the performance of safety-sensitive functions.

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- c. When a supervisor who has participated in a program that provides training in the recognition of the physical appearance and behavior of persons under the influence of alcohol or illegal drugs observes an employee exhibiting such appearance and behavior during, just preceding, or just after the period of the workday that the employee is performing in the safety-sensitive function.
- d. When selected pursuant to a scientifically valid random process determined by the University and/or the vendor of testing services in accordance with DOT regulations.
- e. If allowed to return to duty in a safety-sensitive position after a violation of drug or alcohol rules.
- f. If allowed to return to duty for a safety-sensitive position and has been identified by a substance abuse professional as needing assistance in resolving problems with drug or alcohol abuse, such employees will be subject to a minimum of six unannounced follow-up drug or alcohol tests over the first 12 months following his or her return to duty at the expense of the employee.

VIII. Refusal to Submit to Test

- a. By continuing employment with the University, employees have consented to the University's adoption of a Drug and Alcohol Testing Program. The University will secure a consent form signed by the employee to be tested. An employee who refuses to consent and submit to a test when requested under any of the circumstances provided for in the above section will be subject to disciplinary action up to and including termination.
- b. Refusal to submit includes failure to provide adequate breath for testing without a valid medical explanation after he or she has received notice of the requirement for breath testing, failure to provide adequate urine for controlled substances testing without a valid medical explanation, engaging in conduct that clearly obstructs the testing process, and/or leaving the scene of an on-the-job accident.

IX. Positive Test.

Employees with a verified positive test will be immediately removed from safety-sensitive functions. The supervisor (or his/her designated representative) will meet with each employee who tests positive and inform the employee of the test result. Based upon the information available after the meeting with the employee, the supervisor (or his/her designated representative) shall determine whether:

- a. To proceed to impose appropriate disciplinary action; and/or
- b. To offer the employee the opportunity to participate in and satisfactorily complete, at the employee's expense, an appropriate employee assistance program or rehabilitation

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program for alcohol and/or drug abusers as a condition of continued employment. An employee who chooses to participate in such a program must be informed that the University will pursue appropriate disciplinary action if the employee does not satisfactorily complete the prescribed program; or

- c. To allow the employee who has tested below 0.04 for alcohol, with no concurrently positive drug test, to return to work after a 24-hour period.

X. Urinalysis Procedure.

In order to assure individual privacy without compromising the integrity of the test result, the University will utilize U.S. Department of Health and Human Services approved laboratories and utilize the United States Department of Health and Human Services Mandatory Guidelines for Federal Workplace Drug Testing Programs, the Procedures for Transportation Workplace Drug and Alcohol Testing Programs and the Controlled Substances and Alcohol Use and Testing for tests pursuant to this policy. The Guidelines generally provide for specimen collection procedures, chain-of-custody procedures, testing procedures, and documentation procedures. Any testing requested by an employee will be done at the employee's expense.

XI. Alcohol Testing.

Alcohol testing will be conducted either on University of Texas at San Antonio premises or at a specimen collection site. The University will in most cases utilize an evidential breath testing device approved by the National Highway Traffic Safety Administration and the Procedures for Transportation Workplace Drug and Alcohol Testing Programs for alcohol tests pursuant to this policy. The Guidelines generally provide for specimen collection procedures, chain-of-custody procedures, testing procedures, and documentation procedures. Any testing requested by an employee will be done at the employee's expense.

XII. Records.

All information from an applicant's or an employee's Drug and Alcohol Tests will be confidential to the extent required by law. Records will be maintained in a secure manner, so that disclosure of confidential information to unauthorized persons does not occur.

XIII. Reporting.

The University will submit reports in accordance with federal regulations regarding this alcohol and drug misuse prevention program. Regulations currently require an annual calendar year summary of the results of alcohol and controlled substances testing programs performed under this policy.

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9.36 Tobacco, Smoke, and Vape Free Campus

Tobacco Free, How Roadrunners Should Be

POLICY STATEMENT

The University of Texas at San Antonio (UTSA) is a tobacco, smoke, and vape free campus which is committed to promoting a healthier work, research, education and living environment. In order to better accomplish this goal and align UTSA with the best practices of leading employers and research universities, UTSA prohibits the use of all forms of tobacco and vaping products on university property. Any advertising, sale, or free sampling of tobacco or vaping products on university property is prohibited. Improper disposal of and/or littering the campus with the remains of tobacco or vaping products or any other related waste product also is prohibited.

RATIONALE

This policy provides guidelines and procedures for a tobacco and vaping free campus environment.

SCOPE

Tobacco, Smoke, and Vaping Free Campus

This policy applies to all faculty, staff, students, and visitors of UTSA, to include contractors and subcontractors and their respective employees. Smoking, vaping, and the use of all tobacco products are prohibited on all University owned and leased properties to include buildings, grounds, resident and housing areas, parking lots and structures, green space, sidewalks, walkways, UTSA owned vehicles, as well as personal vehicles on the property. Rented facilities off campus used for special events will abide by the policies and procedures set by the vendor, i.e., football games at the Alamodome.

1. Prohibited Use:

- a. Except as otherwise set forth in this policy, all use of tobacco or vaping products by UTSA faculty, staff, students, contractors, and visitors at any time on any University owned and leased property or vehicle.
- b. Any littering of the UTSA campus at any time with remains of tobacco or vaping products or any other related disposable product.

2. Exemptions: The use of tobacco or vaping products may be permitted on UTSA owned or leased property in the following circumstances:

- a. For approved research involving tobacco or vaping products. Approval must be obtained in advance from the UTSA Vice President for Research, Economic Development and Knowledge Enterprise (VPREDKE) and a waiver must be requested and granted in accordance with sponsored research requirements, if any.

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- b. By artists or actors who participate in UTSA authorized performances that require smoking as part of the artistic production. Approval must be obtained in advance from the University Fire Marshal.
- c. Under special circumstances, which may include clinical or educational purposes, where prior approval of the appropriate UTSA Vice President and the University Fire Marshal is obtained.

UTSA is committed to providing individuals with resources to help break nicotine and tobacco addiction as detailed in Section XII (Appendix) of this policy.

Policy Reviews, Changes, and Recommendations

During the Biennial review period, Student Conduct and Community Standards (SCCS) called a meeting with members of the UTSA community to review and discuss the Drug and Alcohol sanctions. The following people attended the meeting: Amanda Swaney-Clery Compliance and Youth Protection, Annette Parker-Public Safety, Lt. Shawn Smith- Public Safety, Michael Vela-Associate Director Wellbeing Services, Daniel Gockley-Director of Housing and Residence Life, Van Rolle-Associate Director Housing and Residence Life, Robert Rico-Restorative Justice, Ashley Fitzgerald-PEACE, Anne Jimenez-Associate Dean of Students, DeCarius Gillyard-Associate Director Student Conduct and Community Standards, Marian Harris- Data Analysis Student Conduct and Community Standards and the following case coordinators for Student Conduct: Jessica Gonzales, Robert Sanchez, and Rachel Gornitz. The group met twice to discuss changes to the law as well as changes to prosecution for law violations. Previously, Housings response to drug law violations particularly regarding cannabis was immediate eviction from housing and SCCS Sanctions were deferred suspension for the 1st violation. After meeting with everyone and consulting with both Robert Rico and Michael Vela the sanctions for both Housing and SCCS were changed so that students had the opportunity to receive much needed assistance. Below is the chart of the new sanctions for Housing and SCCS.

OOM Sanctions (Both SCCS and Housing)	1st Offense – Disciplinary Warning and Full E.P.I.C. Journey	2nd Offense – Disciplinary Probation and Full E.P.I.C. Journey	3rd Offense – Further review once the third offense is reached
HRL Sanctions:	1st Offense - Deferred Eviction (Duration of lease) and Full E.P.I.C. Journey Meeting		2nd Offense - Evictions
SCCS Sanction	1st Offense – Disciplinary Probation (DP) and Full E.P.I.C. Journey	2nd Offense – Deferred Suspension (DS), Disciplinary Probation,	3rd Offense – Suspension and Full E.P.I.C. Journey

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(Non-Residential):		Suspension/Restriction of Right and Privilege and Full E.P.I.C. Journey	
SCCS Sanction (Residential) :	1st Offense – Defer to Housing Sanctions (See above under HRL Sanctions)	2nd Offense – Housing Eviction (Suspension of the Right and Privilege to live on campus for four years), Deferred Suspension, Disciplinary Probation following DS and Full E.P.I.C. Journey	3rd Offense – Suspension and Full E.P.I.C. Journey

*DP= Disciplinary Probation

*DS=Deferred Suspension

Please note: Aggravating behaviors will be assessed for enhanced sanctions during the sanction review process.

VII. Alcohol and Other Drug Prevention Programs

People Excellence

Institutional Compliance and Risk

Staff and faculty are required to complete the mandatory training on an annual basis. Newly hired employees must complete within the first ninety days of employment. The training includes a Drug Free Workplace module and provides links to associated drug and alcohol policies.

UTSA Wellness

The UTSA Wellness program provides learning opportunities, activities, programs, and other resources needed to empower and encourage faculty and staff to make choices and changes that lead to a balanced and healthy lifestyle. Through UT System Living Well, employees have access to additional resources and programs with UT SELECT focused on three areas: Be Active, Stress Less and Be Healthy.

Rowdy New U

Rowdy New U is a wellness program created for faculty and staff that provides learning opportunities, activities, programs, and other resources needed to empower and encourage UTSA faculty and staff to make choices and changes that lead to a balanced and healthy lifestyle. Offered by the Wellness Department in People Excellence, the goal of Rowdy New U is to create a healthy campus.

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Student Affairs

Wellbeing Services

Wellbeing Services supports students' health and wellbeing and collaborates with staff, faculty, and student groups to help students build skills in the eight dimensions of wellbeing to promote student success.

Wellbeing Education

UTSA's Wellbeing Services department utilizes nationally accredited research to develop preventive programs and initiatives to address the identified issues. The department develops and provides accurate preventative and educational programs to UTSA Students to ensure they are avoiding harm and risk taking by making informed decisions. The staff also collaborates with campus partners to provide alternative programs and events to deter UTSA Students from high-risk alcohol and drug situations.

Peer Educator Program

Wellbeing Services offers a Peer Education Program, whose mission is to promote healthy lifestyles and better decision making to the UTSA community by providing accurate health information and resources to students. The program consists of Peer Educators who are UTSA students who provide peer-to-peer education on various health topics through fun and interactive games and discussions. Peer educators are trained to provide accurate information to their peers to help influence them into making healthy and responsible choices.

Mental Health First Aid (MHFA)

Mental Health First Aid training consists of 6 hours of instructor-led training, available either in 1 session or spread across 2 sessions. MHFA teaches adults how to recognize the signs and symptoms that suggest a potential mental health challenge, including substance use related crises, how to listen nonjudgmentally and give reassurance to the individual, student/colleague, who may be experiencing a mental health challenge, and how to refer a person to appropriate professional support and services at UTSA and/or in the community. Upon completion of the training, participants will receive a certificate indicating that they are 'Mental Health First Aiders.' Student orgs and UTSA departments may request to receive the MHFA training.

2022-2023- 79 individual trainings completed

2023-2024- 78 individual trainings completed

AlcoholEdu

AlcoholEdu is an online program, for incoming first-year students and transfers to the University of Texas at San Antonio. This training educates students about alcohol, empowers them to make well-informed decisions regarding alcohol consumption and provides simple strategies to help students stay safe. The course includes case studies and interactive exercises. It is managed by Wellbeing Services.

Prescription Drug Abuse Program (PDAP)

PDAP is an online program, for incoming first-year students and transfers to the University of Texas at San Antonio. This training educates students about prescription drug abuse empowering students to

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make well-informed decisions regarding prescription medicine in effort to help students stay safe. The course includes case studies, interactive scenarios, and virtual role-playing modules. The program is managed by Wellbeing Services.

Rowdy Wing Fling:

Spring 23: 295 students in attendance

Spring 24: 385 students in attendance

Rowdy Wing Fling is an alcohol and drug awareness program designed to expose first year students at UTSA to various topics, situations, and facts related to alcohol and drug consumption and use in the collegiate environment. While the program typically targets first year students, the event is made available to the entire UTSA community. Through collaborations with other UTSA departments dedicated to substance abuse prevention, health and safety, and risk areas, the event features an assortment of interactive activations and content to help students make better decision for their individual wellbeing.

Pre-Game

Fall 22: 80 students.

Fall 23: 272 students.

Pre-Game is an alcohol and drug abuse prevention programming targeting focused on risk behaviors at “pre-parties, or “pre-game” events. This event typically takes place during Homecoming week and is hosted in collaboration with Fraternity and Sorority Life and other student organizations. The purpose is to educate on alcohol use, cannabis use, and other substances. Through collaborations with other UTSA departments dedicated to substance abuse prevention, health and safety, and risk areas, the event features an assortment of interactive activations and content to help students make better decision for their individual wellbeing.

Other programs

UTSA utilizes several other bystander intervention programs such as Campus Connect, a suicide prevention gatekeeper training and Green Dot, a sexual assault prevention training. The intersection and risks of substance use, and these topic areas are discussed.

Recovery Center

The Recovery Center provides services to educate the university community on substance misuse, addiction, and recovery aimed at preventing and reducing harm because of substances and other addictions, while decreasing stigma for recovery.

Brief Alcohol Screening Intervention for College Students (BASICS)

BASICS is an evidence-based, alcohol harm reduction program that strives to help students succeed personally and academically. Using motivational interviewing approaches, BASICS is an opportunity for students to examine their drinking behavior in a non-judgmental and non-confrontational environment. Student participants are typically mandated to complete the program by the offices of Student Conduct and Community Standards, Intercollegiate Athletics, and housing. Students may also self-refer, or be referred by Wellness 360, Recovery Center, and any other UTSA department.

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Basics is supervised by the Recovery Center program manager and facilitated by the Recovery Center's graduate assistant and master's level social work practicum student.

Students complete a self-administered assessment to help tailor individual feedback results based on the student's drinking behavior and biological factors.

A session is conducted in an individual format where the student and facilitator review the results from the student's assessment. The student learns how their behavior compares to other college students on campus. Through the assessment review, the student and facilitator identify other risks and develop positive strategies to reduce consequences and alcohol related risks, all within the context of the student's personal goals.

A follow-up assessment is sent to the student at three- and six-months post completion to measure any changes in drinking behavioral patterns. Students also complete a brief evaluation at the completion of the second session measuring knowledge gained and changes in attitudes and perceptions of substance use in general as well as personal substance use patterns.

Cannabis Assessment and Screening Intervention for College Students (CASICS)

CASICS is a program adapted from BASICS, providing the same opportunity for students to examine their patterns of cannabis use with the intent on decreasing harm and consequences. Student participants are typically mandated to complete the program by the offices of Student Conduct and Community Standards, Intercollegiate Athletics, and Housing. Students may also self-refer, or be referred by Counseling Services, Recovery Center, and any other UTSA department.

The program follows the same structure as BASICS. A follow-up assessment is sent to the student at three- and six-months post completion to measure any changes in cannabis use behavioral patterns. Students also complete a brief evaluation at the completion of the second session measuring knowledge gained and changes in attitudes and perceptions of substance use in general as well as personal substance use patterns.

Overdose Prevention Training and Narcan Distribution

The Recovery center facilitated opioid overdose awareness and prevention and Narcan use trainings. These trainings were facilitated in a hybrid manner where students, staff, and/or faculty could scan a link and complete a PowerPoint, video training, and knowledge check and receive a supply of NARCAN.

2022-2023- 136 individual trainings and units of Narcan were distributed

2023-2024- 273 individual trainings and units of Narcan were distributed

Speaking Engagements and Trainings and Other Events

Student organizations, faculty and staff may request presentations on a variety of topics centering around substance use, addiction, recovery, and other related subjects.

Social media posts were created and posted daily to educate about recovery and substance use and share events and activities at the recovery center.

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Student Activities

State Mandated Risk Management Training

State Mandated Risk Management Training is designed to give registered student organization representatives a broad overview of the following topics: Alcohol, Drugs, Hazing, Sexual Violence, Travel, Organizational Behavior, and General Safety Issues. Students also receive information on Bystander Intervention. The organization representatives are then required to email the presentation to the remaining organization members and copy myself and the advisor to ensure that the information was received. They are also strongly encouraged to review their individual risk management policies and modify as needed.

Housing and Residence Life

Haunted House Party - October 19, 2023

Attendance: 230

In partnership with wellness services and university police department, students went through three simulated party scenes to emphasize protective behaviors, the first one was an underage drinking room that focused on the financial and legal implications of underage drinking, the next room focused on responding to someone showing signs of a drug overdose, and the final room demonstrated signs of alcohol poisoning. After going through the rooms, students were invited to attend a Halloween field day event on the lawn of Guadalupe Hall.

Learning Outcomes:

- Alcohol Poisoning
 - Students will understand the signs and symptoms of alcohol poisoning.
 - Students will begin to assess their own limits and when it is time to get help.
- Overdose Prevention (Narcan)
 - Students will recognize the signs of an OD.
 - Students will learn lifesaving measures to help with someone who may be overdosing.
 - Students will identify resources for recovery.
- Underaged Drinking
 - Students will understand the legal consequences of underaged drinking.
 - Students will also learn to take precautions when strangers offer them drinks.
- Assessment: n= 160
- 87% of participants were able to identify at least one protective behavior to keep them safe when going out.
- 84% can identify at least one sign of alcohol poisoning.
- 89% can identify at least one sign of a drug overdose.
- 90% can identify at least one consequence for underaged drinking at UTSA.
- 89% can identify at least one way they would intervene if they saw something at a party that didn't seem right.

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Rowdy Resource Fair – April 9, 2024

Attendance: 92

Event Description: A partnership between RAs and Student Government, a tabling event to introduce students to important campus resources including success centers, Wellbeing Services

University Oaks Apartments

FALL October 5th, 2022 – Alcohol Awareness with RA Jerrie and UTSA PD, 6pm in Phase 2 activity center

Attendees and learning outcomes unknown

D.A.R.E. with RA TJ – Monday September 25, 2023, 5-7pm

51 attendees

- **Knowledge of Drug Types and Effects:**
- Participants will be able to identify various types of commonly abused drugs and understand their physical, mental, and social effects.
- Attendees will gain an understanding of the short- and long-term health impacts associated with drug use and misuse.
- **Awareness of Campus and Community Resources:**
- Students will become familiar with available UTSA campus resources and local community services that offer support for drug prevention, counseling, and recovery.
- Participants will understand how to access these resources for themselves or for peers in need.
- **Recognizing Signs of Drug Use and Misuse:**
- Attendees will learn how to recognize warning signs and behaviors associated with drug misuse among peers.
- Participants will know how to approach and support someone they suspect may be struggling with substance use.
- **Developing Refusal and Peer Resistance Skills:**
- Students will practice strategies and role-play scenarios to strengthen their ability to refuse drugs and handle peer pressure effectively.
- Participants will demonstrate confidence in using communication skills to resist offers of drugs and influence others to make safe choices.
- **Understanding Legal and Policy Implications:**
- Participants will be informed about UTSA's policies on drug use and the legal consequences of drug-related offenses.
- Students will be able to outline how these policies are enforced and the impact on their academic and personal lives.
- **Promoting a Healthy and Drug-Free Lifestyle:**
- Attendees will articulate the importance of living a drug-free life and the benefits it has on academic performance, physical health, and overall wellbeing.
- Participants will be motivated to set personal goals for maintaining a drug-free lifestyle and engage in healthy alternatives.

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- **Certificate of Completion Recognition:**
- Participants will understand the significance of the DARE certificate as a symbol of their commitment to being informed and responsible regarding drug awareness.
- Students will be able to explain how their participation in the program can contribute to a positive living and learning environment at UTSA.
- **Building Trust with Campus Safety Leaders:**
- Attendees will build rapport with UTSA PD and other facilitators, enhancing trust and communication between students and campus safety leaders.
- Participants will recognize the supportive role that campus safety and residence life staff play in promoting a drug-free campus.

February 20, 2024 – 7-8:30pm Alcohol Awareness Goggles and Pizza Night! RA Nyah and UTSA PD
57 attendees

Learning outcomes:

- **Understanding Alcohol Laws and Campus Policies:**
- Participants will be able to identify UTSA's alcohol policies and relevant local, state, and federal laws regarding alcohol use.
- Participants will demonstrate knowledge of the consequences of violating these policies and laws.
- **Recognizing the Signs of Alcohol Abuse:**
- Attendees will learn to recognize common signs of alcohol misuse and abuse among peers.
- Participants will understand the potential risks associated with excessive alcohol consumption, including physical and mental health impacts.
- **Safe Alcohol Consumption Practices:**
- Students will learn practical strategies for responsible drinking if they choose to consume alcohol, such as pacing, hydration, and awareness of limits.
- Attendees will be able to list harm reduction strategies and know how to seek help if they or someone they know is in an alcohol-related emergency.
- **Supporting Peers and Building a Safe Community:**
- Participants will understand how to be an active bystander and support their peers by intervening safely in situations involving potential alcohol misuse.
- Attendees will know how to contact campus resources, such as UTSA PD, for assistance and reporting concerning behavior.
- **Engagement with Campus Safety Resources:**
- Participants will gain familiarity with the UTSA PD and how they contribute to campus safety and alcohol education.
- Students will develop a positive relationship with RA Jerrie and understand the role of Resident Assistants in promoting a safe living and learning environment.
- **Critical Thinking in Alcohol-Related Situations:**

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- Attendees will enhance their decision-making skills to make informed choices about alcohol consumption and its social implications.
- Participants will practice scenarios that encourage thoughtful responses and appropriate actions when faced with alcohol-related challenges in residence life.

Public Safety

UTSAPD's Community Affairs Section is actively involved in alcohol and drug education programs. Some of the many applications include:

2022-2023 Academic Year

U in the Driver Seat Campaign

Full collaborative campus alcohol & drug-free outreach program. Outreach efforts in different styles to facilitate community involvement with activities. UTSA Departments such as UTSAPD, Wellness 360, Wellbeing Services, Campus Housing, Collegiate Recovery Center, and area agencies including Mothers Against Drunk Driving (MADD, Texas Alcohol Beverage Commission work together to increase alcohol and drug awareness programming and outreach.

Resident Assistant Training

Before the start of each semester, housing professional staff coordinate with UTSA Police Department for Resident Assistants to receive training in a variety of areas including recognition of drug paraphernalia, alcohol poisoning symptoms, and emergency response.

Athletics Briefing

Officers within UTSAPD and other law enforcement agencies are regularly invited each semester to provide an educational briefing for all first-year Athletic students. These briefings are aimed at delivering both conventional and alternative resources which identify the potential risks and rewards associated with making healthy choices concerning drug and alcohol use for student-athletes.

Orientation

Each summer, over 9,000 first-year students, along with international and transfer students learn about UTSA's campus services and programs including criminal and administrative consequences potentially levied for drug and alcohol issues and violations. Invited Guest Speakers and Panelists

Various groups and departments have invited both law enforcement and non-sworn professional staff from UTSAPD to present at their classes or staff development meetings. The Community Affairs Section routinely serves as panelists during question & answer forums relating to alcohol and substance topics.

Information Fairs

UTSAPD participates in Health Fairs, Safe Spring Break Fairs, various information fairs to discuss the updates to laws as they pertain to alcohol and drugs violations, Driving While Intoxicated, Minors in Possession of Alcohol, Minors in Consumption of Alcohol, Driving Under the Influence, Possession of Drug Paraphernalia, Possession of Marijuana, and all other drug-related laws.

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2023-2024 Academic Year

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Orientation

Each summer, first-year students, international, and transfer students visit UTSA to learn about UTSA's campus resources and programs including criminal and administrative consequences potentially levied for drug and alcohol issues and violations. The police department participated weekly in a Q&A Campus Panel and Informational Resource Fair.

Invited Guest Lecturer and Panelist

Various groups and departments have invited both law enforcement and non-sworn professional staff from UTSA PD to present at their classes or staff development meetings. The Community Affairs Section routinely serves as panelists during question & answer forums relating to alcohol and substance topics.

Information Fairs

UTSA PD participates in Health Fairs, Safe Spring Break Fairs, various information fairs to discuss the updates to laws as they pertain to alcohol and drugs violations, Driving While Intoxicated, Minors in Possession of Alcohol, Minors in Consumption of Alcohol, Driving Under the Influence, Possession of Drug Paraphernalia, Possession of Marijuana, and all other drug-related laws.

Faculty Research

We were unable to navigate faculty research to determine current relevant research.

VIII. Alcohol and Other Drug Intervention, Treatment and Recovery

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People Excellence

Employee Assistance Program

The Employee Assistance Program at UT San Antonio serves to support the mental, emotional, physical well-being of faculty and staff and promote the organizational health and effectiveness of the university community. The program provides free short-term, confidential counseling consultations and referral services with an experienced staff of licensed psychologist and social workers to benefit eligible individuals. In these sessions, counselors assess needs and develop a plan with the individual for addressing those needs. Staff provide educational programs focused on health and well-being which helps in reducing high risk behaviors and creating alternative healthy habits. Staff also provide manager consultations and training that provide guidance to managers dealing with employees who may be distressed or disruptive in the workplace. This training focuses on teaching managers how to communicate about resources to distressed employees and set limits with employees whose behaviors are disruptive.

Roadrunner Staff Emergency Fund

UTSA Staff Senate in collaboration with the offices of Development & Alumni Relations and People Excellence is pleased to offer the Roadrunner Staff Emergency Fund (RSEF). This fund is intended to provide limited financial assistance to university employees that are unable to meet immediate, essential expenses because of a temporary hardship related to an emergency.

HIV, AIDS, and the Workplace

Annual communication is sent to the campus community to provide resources and helpful information regarding HIV and AIDS.

Student Affairs

Wellness 360

Wellness 360 provides primary physical and mental health care services, including alcohol screening, physical examination, and laboratory assessment (when warranted) for adverse conditions that may result from alcohol use or drug dependency/abuse. Wellness 360 provides referrals for on and off campus resources about counseling and mental health support for alcohol and drug dependency.

Counseling supports students by offering a range of services designed to help them meet the challenges of daily student life. The department offers group and individual counseling for a wide range of personal concerns. It offers substance use screenings for students to help them identify concerns and the appropriate level of care needed. Wellness 360 does not provide formal substance abuse treatment or medically supervised detoxification services; however, in collaboration with the Center for Collegiate Recovery, it offers resources and information on outpatient and residential substance abuse treatment.

Crisis Helpline

The Crisis Helpline is a confidential service that provides the opportunity for UTSA students and affiliates to talk with trained counselors about urgent concerns. Counselors are available 24/7, including holidays and weekends. Students can call the Crisis Helpline at their convenience for intervention, referrals, and information. Telephone counselors will spend time addressing their immediate concerns

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and have specific training in responding to crisis situations. Students will have the opportunity to follow-up with a counselor to discuss campus-based services if appropriate.

Drop-in Services

Drop-in Services are available during business hours at Counseling and Mental Health Services. Students arriving without an appointment are screened for risk factors and offered the opportunity for an immediate consultation, or assessment for on-going service. Students experiencing concerns related to alcohol and drug use can benefit from timely intervention and mental health support as soon as they are ready to seek help. Treatment recommendations related to alcohol and drug use are coordinated in collaboration with the Center for Collegiate Recovery.

TimelyCare

UTSA's partnership with TimelyCare provides 24/7 support with features such as TalkNow, Scheduled Counseling, Psychiatry, Health Coaching and a moderated student chat. Enrolled students have access to licensed mental health professionals through an app for phone, chat or video conference care.

Recovery Center

The UTSA Recovery Center is a comprehensive program that provides the resources and environment where students can receive substance use prevention and education, assessment, and intervention as well as the support necessary for sustaining recovery from substance use disorders and other addictions. Students receive the support and tools to better manage the challenges associated with recovery and college life, improve positive decision making to increase healthy relationships, lifestyles, self-esteem, and academic outcomes.

Assessment, Intervention, Case Management and Referrals

The Recovery Center provides individual services and clinical support to help students struggling with substance use and other addictions find a path to recovery. Services include consultations, screening and assessment, and counseling. Students in recovery can receive one-on-one sessions to help problem solve, explore, and strengthen their individual recoveries. Students struggling with substance use and recovery needs are assessed and referred to appropriate treatment providers.

Substance Use and Recovery Counseling

The Recovery Center provides brief client-centered, and solution focused intervention for students new to recovery or desiring to make changes to their substance use and/or addictive behavioral patterns. Primarily through a motivational enhancement and cognitive behavioral approach, students will be able to set clear goals of change, identify barriers to making changes, develop skills and strategies for building a personalized recovery plan, while gaining knowledge of addiction, personal triggers, and how to cope with triggers, cravings, and stressors. Students will complete six to eight individual therapy sessions and receive one to two monthly follow-up sessions as needed. Interventions are designed to allow flexibility of the facilitator to tailor discussions based on individual needs of the student while sticking to core components of psychoeducation on addiction, triggers and cravings, and recovery.

Recovery Support

The UTSA Recovery Center offers students healing from substance use disorder and/or addiction the community, support, and environment necessary to maintain recovery while receiving an education.

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Students in recovery receive access to a dedicated lounge designated for social activities, recovery support meetings, and academic studying. The Recovery Lounge provides a protected environment enabling students to naturally create a support network crucial to maintaining recovery while finding a sense of belonging while attending college. Recovery support is founded on the principle of peer-to-peer recovery support: the verifiably successful practice of connecting individuals in recovery to support one another outside of a clinical setting. Peer support relies on several key components to encourage a well-rounded recovery experience: working on a program of recovery, social engagement, and service. The Recovery Center provides the environment where this is possible. Students have access to a physical lounge space, planned social activities, service projects and opportunities for academic and personal development and scholarship awards.

Recovery Support Group Meetings

Groups are designed to help students develop a positive social support system, while learning about building, and maintaining recovery. It is not required that students be in an abstinent based recovery, rather, they are encouraged to end unhealthy relationships with substances and/or addictive behaviors. Meetings are open to any student, faculty, staff, or community member who is in or interested in recovery from any type of substance or addictive behavior. The Recovery Center offered the following Peer Recovery Support Meetings:

2022-2023: 367 total student attendance counted All Recovery Meeting: a non-12 step, solution focused, peer-led support group designed to encourage open sharing with day-to-day successes and struggles as a person in or seeking recovery.

Anonymous Birds: a 12-step, peer facilitated support group for individuals who have either struggled with or are currently struggling with addiction and who are seeking to find, build, and/or sustain long-term recovery.

SMART Recovery: a non-12 step, peer-support program that uses a self-empowering approach to addiction recovery.

Eating Recovery: a non-12 step, solution focused, peer-led support group for students struggling with eating disorder/disordered eating behaviors. This group is facilitated by the Eating Recovery Center of San Antonio

Recovery Toolkit: a skills-based group designed to help students manage cravings, triggers, and prevent relapse by strengthening recovery.

2023-2024: 806 total student attendance counted

All Recovery Meeting: a non-12 step, solution focused, peer-led support group designed to encourage open sharing with day-to-day successes and struggles as a person in or seeking recovery.

Anonymous Birds: a 12-step, peer facilitated support group for individuals who have either struggled with or are currently struggling with addiction and who are seeking to find, build, and/or sustain long-term recovery.

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SMART Recovery: a non-12 step, peer-support program that uses a self-empowering approach to addiction recovery.

SMART Friends and Family: modeled after SMART Recovery for family and friends of loved ones struggling with addiction or are currently in recovery.

Eating Recovery Group: a non-12 step, solution focused, peer-led support group for students struggling with eating disorder/disordered eating behaviors. This group is facilitated by the Eating Recovery Center of San Antonio

S*: a non-12 step, solution focused support group for students recovering from sexual addictions and pornography use.

Zen Recovery: a non-12 step, Recovery Dharma based program that applies Buddhist principles and practices.

Social Activities

Students, as members of the Recovery Center, are invited to participate in various social activities including game nights, virtual game nights, sober tailgate parties, holiday, and end of semester parties, etc.

IX. Alcohol and Other Drug SWOC Analysis

Factors Likely to Lead to Positive change and further the improvement in the quality of the program	Factors which may compromise further improvement in the quality of the program.
<p>Strengths</p> <ol style="list-style-type: none">1. UTSA has increased programmatic efforts to raise awareness and help prevent substance misuse on campus. As a result, collaborations and student participation have increased.2. UTSA Student Success Centers have been developing their own programming for wellbeing. They are increasing substance use prevention strategies and will help add to the collaborative efforts.3. UTSA has systems and strong collaborations internally to identify issues with compliance, and act swiftly to adapt and correct.	<p>Weaknesses</p> <ol style="list-style-type: none">1. Personnel changes make it difficult to consistently gather for strategizing and ensuring accurate information is collected and tracked.2. Alcohol and Drug Prevention and Education Programs lack could enhance data collection to ensure effectiveness, learning outcomes, and other vital statistics.3. There could be increased use of research data from programs like AlcoholEDU, PDAP, or the National College Health Assessment to inform Alcohol and Drug use Prevention and education programming and services.

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<p>4. Student Conduct and Community Standards has hired a new director who, along with their staff, have helped to streamline referral processes and decrease caseload backlog</p>	<p>4. Student participation in mandatory programs such as AlcoholEDU and PDAP are low.</p> <p>5. Current data collection strategies on violations and sanctions provide the number of instances only providing no contextual information.</p>
<p style="text-align: center;">Opportunities</p> <ol style="list-style-type: none"> 1. Create an alcohol and drug committee to accomplish the following tasks. 2. Biennial Review of policies <ol style="list-style-type: none"> a. Development of a cohesive Alcohol and Drug Prevention Strategy b. Create meaningful outcome measures for prevention and education programs that can be utilized university wide for any event, activity, or department. c. Data collection, synthesizing and application. d. Annual Policy Notification 3. Utilize existing systems such as Rowdy Link for tracking substance use prevent and education programs and possible points of data collection. 4. Review sanctions and enforcement of policies to ensure consistency 5. Implement other technology as a means of prevention tools 	<p style="text-align: center;">Challenges</p> <ol style="list-style-type: none"> 1. UTSA continues to expand and grow with the addition of downtown campus, and the school or art and soon UTHHealth. 2. Staffing limitations have not allowed significant programming to occur at the Downtown Campus and newly acquired UTSA Southwest Campus. 3. Creating an effective system to distribute the annual policy notification for all students and staff.

X. Recommendations for the Next Biennium

1. Re-establish a Biennial Review Team
 - a. This team should be a team of four individuals to focus on completing key areas of the biennial review: Sections V, VI, VII, and VI
 - b. Conduct a quarterly team review of the previous biennial review recommendations and goals and complete the updates section (III).

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- c. As a team, complete a new SWOT/C analysis as well as new recommendations and goals for the next biennial review.
2. Increase expertise in substance use prevention and recovery to effectively provide programming, intervention, and support to all of UTSA campuses and students.

XI. Goals and Objectives for the Next Biennium

Goals for 2026 Biennial Review Update

1. Reestablish a timeline and process including key personnel for completion of the biennial review process.
2. Improve the process on collecting prevention program data to include meaningful outcome measures evaluating prevention efforts and outcomes.
3. Begin developing a strategic plan for annual notification distribution.

XII. Conclusion

Upon completing the Biennial Review, our findings indicate that UTSA offers many Alcohol and Drug Prevention programs and services on campus and students have access to receive support for treatment and recovery support. While a committee to complete the Biennial Review was established, the focus of the team was largely to review policies and ensure accuracy, collect programmatic information and efforts. Additional efforts for thoughtful strategic data-informed planning and prevention efforts are needed. A team of substance use prevention professionals could help fill this gap, leading the committee of other departments, faculty, and staff to improve compliance and prevention efforts.

Overall, through this process of review, we find that UTSA has the structure for compliance with the Drug Free Schools Act, but needs to implement changes to the review process, data collection, synthesization, and application/translation of data to relevant prevention and education programming.

Certificate Of Completion

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 Subject: Complete with Docusign: UTSA Drug Free Schools Biennial Report April 11 2025.pdf
 VPUnit:
 Source Envelope:
 Document Pages: 59
 Certificate Pages: 5
 AutoNav: Enabled
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 San Antonio, TX 78249
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 teighmy1@utsa.edu
 President

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In Person Signer Events

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Intermediary Delivery Events

Status

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Certified Delivery Events

Status

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 President
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 (None)

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Status

Timestamp

Suzanne Patrick
 suzanne.patrick@utsa.edu
 Director EOS, Title IX & Clery Offices
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 Security Level: Email, Account Authentication
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Sent: 4/12/2025 7:56:00 AM
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Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	4/11/2025 10:50:05 AM
Certified Delivered	Security Checked	4/12/2025 7:55:44 AM
Signing Complete	Security Checked	4/12/2025 7:55:58 AM
Completed	Security Checked	4/12/2025 7:56:00 AM
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Operating Systems:	Windows2000? or WindowsXP?
Browsers (for SENDERS):	Internet Explorer 6.0? or above
Browsers (for SIGNERS):	Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above)
Email:	Access to a valid email account
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	<ul style="list-style-type: none">•Allow per session cookies•Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection

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