



**Biennial Review
FY2016-17 and FY2017-18
Blinn College**

Drug and Alcohol Abuse Prevention Programs for Students and Employees

I. Introduction

Drug-Free Schools and Campuses Act

In 1989, amendments to the Drug-Free Schools and Campuses Act required all institutions of higher education to design and implement a campus-wide program to curb the use of alcohol and illegal drugs. Blinn College has adopted written College policies prohibiting alcohol and illicit drugs on campus. Policies are distributed to students and employees every year. Policies include federal, state, and local sanctions for unlawful possession or distribution of alcohol and illicit drugs; descriptions of health risks associated with controlled substances; and College programs available for students and employees.

The law also required institutions of higher education to produce a biennial review of their drug and alcohol abuse prevention program (DAAPP). This report reviews Blinn College's DAAPP for the period including fiscal years 2016-17 and 2017-18.

In accordance with the Jeanne Clery Act, Blinn College produces an Annual Security and Fire Safety Report. The most recent Annual Security and Fire Safety Report can be found on the College website: http://www.blinn.edu/police/crime_stats.html .

The biennial review of Blinn College's DAAPP occurred between May 15, 2018 and May 30, 2018. During this review, the college evaluated all program elements to determine if the DAAPP was meeting the needs of the students and employees of Blinn College and that the program conformed to federal guidelines. Various individuals from different offices on the Blinn College campuses conducted the review.

The DAAPP Biennial Review was conducted by:

John Chancellor, Chief of Police
Dr. Dennis Crowson, Vice Chancellor for Student Services
Dr. Amanda Clark, Dean of Institutional Research and Effectiveness
Dr. Bennie Graves, Director of Student Leadership and Activities
BJ Hegemeyer, Judicial Officer
Sandra Horne, Legal Counsel
Tiffany Jenkins, Assistant Director of Human Resources
Samantha Johnson, Director of Counseling and Disability Services
Robert Lovelidge, Director of Advising and Counseling
Chris Luttrell, Police Officer

Peter Rivera, Director of Housing and Resident Life
Dr. Jeremy Thomas, Dean of Student Success
Tiffany Turner, Coordinator of Student Activities

II. Program Elements, Blinn College Drug and Alcohol Abuse Prevention Program

Blinn College is dedicated to providing a safe, healthy environment for students, employees, and visitors. This includes ensuring that the College is a drug- and alcohol-free zone. The College informs the campus community about its policies on alcohol and drug use and offers resources for help in accordance with federal law.

Student and employees are encouraged to read and understand information about the college's drug and alcohol abuse prevention programs (DAAPP) and their compliance with the Drug-Free Schools and Campuses Regulations (34 CFR Part 86) and the U.S. Department of Education's Drug-Free Schools and Communities Act Amendment of 1989 (Public Law 101-226).

The elements of Blinn College's DAAPP include:

- A. College policies
- B. Communicating policies and consequences to students and employees
- C. Face-to-face awareness activities
- D. Resources and support
- E. Offices responsible
- F. Review of violations and penalties

A. College Policies

Blinn College complies with local, state, and federal laws and penalties regarding the unlawful use of drugs and alcohol, including the possession of illegal drugs and drug paraphernalia on College premises and the use or sale of alcoholic beverages on College premises. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance on Blinn College premises is prohibited. College policies prohibiting illicit drugs and alcohol on campus include Board policies DH(LOCAL), DI(LOCAL), and GDA(LOCAL). More detail on each policy is provided below.

Board Policy DH (LOCAL) states, in part:

A copy of this policy, the purpose of which is to eliminate drug abuse from the workplace, shall be provided to each employee at the beginning of each year or upon employment.

Employees shall not manufacture, distribute, dispense, possess, use, or be under the influence, through any or no device, of any of the following substances during working hours while at the College District or at College District-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant, or mood-changing, mind-altering, or behavior altering drugs.

An employee need not be legally intoxicated to be considered “under the influence” of a controlled substance.

Board Policy DI (LOCAL) states:

The College District shall maintain a drug-free environment and shall establish, as needed, a drug-free awareness program complying with federal requirements. [See DH] The program shall provide applicable information to employees in the following areas:

1. The dangers of drug use and abuse in the workplace.
2. The College District’s policy of maintaining a drug-free environment. [See DH(LOCAL)]
3. Drug counseling, rehabilitation, and employee assistance programs that are available in the community, if any.
4. The penalties that may be imposed on employees for violation of drug use and abuse prohibitions.

All fees or charges associated with drug/alcohol abuse counseling or rehabilitation shall be the responsibility of the employee.

Related to DI (LOCAL), DI (EXHIBIT) provides a drug-free workplace notice:

DRUG-FREE WORKPLACE NOTICE

The college district prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances, illegal drugs, inhalants, and alcohol in the workplace.

Employees who violate this prohibition will be subject to disciplinary sanctions. Sanctions may include:

- Referral to drug and alcohol counseling or rehabilitation programs;
- Referral to employee assistance programs;
- Termination from employment with the college district; and
- Referral to appropriate law enforcement officials for prosecution.

As a condition of employment, an employee must:

- Abide by the terms of this notice; and
- Notify the college chancellor, in writing, if the employee is convicted for a violation of a criminal drug statute occurring in the workplace. The employee must provide the notice in accordance with college district policy.

This notice complies with the requirements of the federal Drug-Free Workplace Act (41 U.S.C. 702).

Board policy GDA (LOCAL) states, in part:

Possession, use, distribution, and/or sale of tobacco, smoke, and nicotine vapor products and devices, including but not limited to: cigarettes, cigars, pipes, water pipes, hookahs, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, or any other inhalant products or devices, by any person on all premises owned, rented, leased, or supervised by the College District, including all College District facilities, buildings, and grounds shall be prohibited. This prohibition applies to all College District vehicles and to personal vehicles while on College District premises.

An electronic cigarette is any device that simulates smoking by using a mechanical heating element, battery, or electronic circuit to deliver nicotine or other substances to the individual inhaling from the device. The term does not include a prescription medical device unrelated to the cessation of smoking. The term includes:

1. A device described by this definition regardless of whether the device is manufactured, distributed, or sold as an e-cigarette, e-cigar, or e-pipe or under another product name or description; and
2. A component, part, or accessory for the device, regardless of whether the component, part, or accessory is sold separately from the device.

The enforcement methods for noncompliance with the smoke- and tobacco-free environment provisions are as follows:

1. The violator may be fined \$25.
2. The violator may be escorted off campus/property.
3. The violator may be charged with criminal trespass.

B. Communicating policies and consequences to students and employees

In accordance with Board policy, the drug-free workplace notice is provided to employees when they begin employment at the College and once per year thereafter as long as they remain employees of the College. The communication to employees is included in the Appendix to this report. Students are informed about the College policies related to alcohol and illicit drugs during new student orientation and via email notification.

In addition to communication about College policies, the College also provides information to students and employees about the wide array of consequences (health, social, financial, legal, etc.) for the abuse of alcohol and the use of illegal drugs.

Consequences of Drug Use – Students and Employees

People who use alcohol or drugs persistently face an array of problems, including:

- **Health**
Drug or alcohol abuse can lead to high blood pressure, malnutrition, cirrhosis of the liver, delirium tremors, deterioration of the brain cells, lethargy, depression, irritability, and collapse of heart and other major organ systems.
- **Social**
Excessive alcohol or drug use can cause tension and embarrassment at social functions.
- **Finances**
Those who abuse drugs or alcohol risk financial problems from overspending on their habit and/or neglecting personal finances.
- **Relationships**
Families can be disrupted emotionally and economically. Angry outbursts or unreasonable behavior may cause friction.
- **Class Performance**
Class performance may become erratic and lead to disciplinary action up to and including expulsion.
- **Work Performance**
May cause a deterioration in work performance, conflict avoidance, and disruptions with interpersonal work relationships.

Health Risks and Legal Penalties Associated with Abuse of Alcohol or Drugs

| DRUG NAME | EFFECTS OF DRUG | PENALTIES |
|---|--|---|
| Alcohol (Beer, wine, liquor, malt liquor) | <ul style="list-style-type: none"> • High blood pressure • Heart disease • Stroke • Liver disease • Digestive problems • Cancer of breast, mouth, throat, liver, and colon • Dementia • Depression and anxiety | <ul style="list-style-type: none"> • Texas law defines penalties for anyone convicted of the manufacture, distribution, dispensation, possession, or use of controlled substances. |
| Marijuana & Hashish (Blunt, dope, ganja, pot, reefer, skunk, weed, joint) | <ul style="list-style-type: none"> • Short-term memory impairment • Learning, mental health decline • Decreased ability to focus and coordination • Increased heart rate and risk of psychosis to those who are vulnerable | <ul style="list-style-type: none"> • Misdemeanor convictions for workplace and campus drug violations can result in a fine, community service, and incarceration of up to a year. Details: tabc.state.tx.us/laws/code_and_rules.asp (Alcoholic Beverage Code). |
| Cocaine/Crack (Blow, bump, C, candy, Charlie, flake, rock, snow) | <ul style="list-style-type: none"> • Severe consequences impacting heart, respiratory, nervous and digestive systems. | <ul style="list-style-type: none"> • Penalties for violations are based on the classification of the drug or other substance and/or sometimes specified by drug name, i.e., marijuana. A substance doesn't have to be listed as a controlled substance to be treated as a substance for criminal prosecution. |
| Opiates (Heroin, morphine, opium, codeine, vicodin) | <ul style="list-style-type: none"> • Increased risk of choking • Low blood pressure • Potential for breathing to stop and/or coma • Hepatitis • HIV • Addiction and fatal overdose | <ul style="list-style-type: none"> • Penalties may include fines up to \$10 million (for an individual) or \$50 million (if other than an individual) or both, and up to life imprisonment without release (no eligibility for parole). |
| Hallucinogens (PCP, LSD, peyote, magic mushrooms, ecstasy, mescaline, psilocybin) | <ul style="list-style-type: none"> • Unpredictable effects • Possible visual, auditory, and tactile hallucinations • Flashbacks and perception disorders | <ul style="list-style-type: none"> • See federal drug trafficking penalties at: dea.gov/druginfo/ftp3.shtml |
| Amphetamines (Benzedrine, dexedrine, speed, crystal, crank) | <ul style="list-style-type: none"> • Various harmful and long-lasting effects to the brain • Heart problems • Seizures | |
| Sedatives and Antianxiety (Valium, Quaalude, reds, phennies) | <ul style="list-style-type: none"> • Memory problems • Low blood pressure • Slowed breathing; may also cause coma or death | |

Title 21 of the U.S. Code (USC) Controlled Substances Act (CSA) describes the acts and criminal penalties associated with illicit drugs and actions related to alcohol abuse. Read a full version of the code at: <http://www.deadiversion.usdoj.gov/21cfr/21usc/index.html>

(Subchapter 1; Control and Enforcement Part D — Offenses and Penalties, Sections 841 through 865.)

C. Awareness Activities

In this section, the College summarizes activities designed to raise awareness of the dangers of abusing alcohol and drugs. Presented first is a summary of awareness activities conducted during fiscal years¹ 2014-15 and 2015-16. Following that is a summary of awareness activities planned for the coming fiscal year, 2016-17.

Awareness Activities for Fiscal Years 2015-16 and 2016-17

- Online New Student Orientation (ONSO)
 - Blinn College has utilized an online New Student Orientation since September 2015 that replaced the in-person informational sections of New Student Orientation. The new orientations are tailored to specific cohorts or campuses, and have provided specific information that is needed by those specific populations of students. In addition to basic college information, required modules include information on Title IX, suicide prevention, and Drug and Alcohol resources. These modules are interactive and require students to complete a short quiz at the end of each section.
 - Prior to its launch, face-to-face orientations would reach about 1,500-2,000 students annually. 6,304 (2016) and 7,619 (2017) students completed Online New Student Orientation. The new format has yielded a 381% increase in student participation.
- Residential Life
 - All students living in a housing facility on the Brenham campus are required to attend a meeting at the start of each fall and spring term. Topics discussed include the College's alcohol and drug policies, resources for students, and penalties for violating the college's policies. Students are provided the [Residential Life Handbook](#) that includes the discussed information.
 - Throughout the year, Residential Life staff provide workshops that include the dangers of drug and alcohol use.
- Athletics
 - At the start of each term, the athletics department holds a group meeting that includes drug and alcohol policies, resources for students, and penalties for violating the college's policies. Additionally, student athletes are drug tested at the start of each term.
- Health Fair
 - Every October, the college hosts a Health Fair and Flu Clinic. Information about drug use and abuse is included as part of this event.
- Mental Health Week
 - Every November, Counseling Services, in cooperation with various other groups, provides a series of activities aimed at improving the mental health of students. During this event, drug and alcohol awareness and resources for students are presented during lecture-style open sessions.
- Sexual Assault Awareness Month

¹ Blinn College's fiscal year runs from September 1 through August 31.

- Every April, Counseling Services hosts an activity about sexual assault. Topics include; the dangers of alcohol and drug use and how it can contribute to sexual assaults.
- Community Alcohol & Substance Awareness Partnership (CASAP)
 - Blinn College has partnered with the Brazos Valley Council on Alcohol and Substance Abuse (BVCASA) to help guide and evaluate drug and alcohol programming.
 - The CASAP group includes community partners as well as Blinn College staff (Student Services, College Police, Counseling, etc.). The group meets monthly to evaluate prior month activities and plan future activities.
 - Student surveys are typically conducted every two years in an attempt to gauge student access to, and use of, alcohol and illicit drugs. The results of these surveys are summarized below in Exhibit 1.
 - A yearly review of activities are reported and adjustments are made in the next calendar year.
- Alternative Spring Breaks
 - The Bryan and Brenham campuses hold a series of activities the week prior to spring break, which are meant to warn students about various spring break activities. One item covered is the dangers of drugs and alcohol and interactive presentations such as “beer goggles” are used to show impairment. Drug and Alcohol brochures were disseminated throughout the week to provide students with an increase knowledge and alter attitudes about issues related to alcohol, tobacco, and other drug use and abuse.
- When Shawn Speaks
 - The Community Alcohol and Substance Awareness Partnership, the Blinn College Health Clinic, and the Student Leadership and Activities office brought “When Sean Speaks” to campus to bring awareness to the real dangers of drinking and driving. In March 2005, Sean was in a vehicle with a drunk driver, and ultimately, that vehicle crashed, causing Sean multiple fractures, internal injuries, and major brain trauma. Sean could no longer speak or walk, and needed constant care. With some determination, and a lot of help from his mother, he is able to communicate with technology and share his story. He helped our students understand what is at stake when they get behind the wheel drunk, and that it is not just their life they are endangering, but also the lives of others.
- Schulenburg and Sealy campuses
 - Both campuses have fewer than 200 students; many are part-time and are on campus at varied times of the day. This makes it challenging to provide programming to the entire student body. Instead of large campus programming, students are provided information about the dangers of drugs and alcohol use during one of their classes.
- Leadership Summit
 - Each semester, student leaders are required to attend a leadership summit. The topics include processing paperwork, leadership development, and general organizational rules. These rules include a discussion about the college’s policy as it pertains to drug and alcohol.
- Human Resources

- As noted in a previous section, the Human Resources department produces an annual communication to employees regarding relevant College policies and the dangers associated with abuse of alcohol and illicit drugs.
- Town Hall Meeting
 - During the summer of 2017, Blinn College and CASAP hosted a Town Hall Meeting addressing community resources focused on training community members and agencies in substance abuse education and prevention.
- Drug and Alcohol Resource Website
 - Developed and deployed a drug and alcohol abuse prevention website that includes information contained in the annual notification with expanded resource information and the biennial review.

Exhibit 1: Summaries and Recommendations from CASAP Student Surveys, 2017

Alcohol Survey Executive Summary

In Spring 2017, Blinn College surveyed 5,131 students age 21 and over and 10,983 students under age 21 regarding their use of alcoholic beverages. Sampling was used to select the survey population rather than sending the surveys to the whole Blinn College student population. The survey was done as a part of Blinn College's efforts to support the Community Alcohol & Substance Awareness Partnership (CASAP). For students 21 and over, 429 responded in Spring 2014 (8% response rate), 246 responded in Spring 2016 (10% response rate), and 428 responded in Spring 2017 (8% response rate), reflecting a two percent response rate decrease. For students under 21, 637 responded in Spring 2014 (6% response rate), 557 responded in Spring 2016 (9% response rate), and 681 students responded in Spring 2017 (6% response rate), reflecting a three percent in response rate decrease.

- The majority of respondents 21 and over (71.7%) said they would not buy/provide alcohol to minors, which is slightly lower than the responses from Spring 2016 (76.4%) and Spring 2014 (73.2%). Comment content analysis cited the main reason for not providing/buying alcohol for minors is because doing so is illegal.
- Over half of the respondents in both groups in Spring 2017 reported drinking one or more alcoholic beverages during the past 30 days (under 21, 54.3%; 21 and over, 76.5%). These results are consistent with those from Spring 2016 (under 21, 54.9%; 21 and over, 68.9%) and Spring 2014 (under 21, 53.5%; 21 and over, 70.2%).
- On the question of harming themselves or others when they have five or more drinks once or twice a week, the number of respondents 21 and over who felt there was no risk at all (1.7%) decreased 2 percent from Spring 2016 (3.7%). In Spring 2014, 2.6% of respondents felt there was no risk at all. The perception of risk decreased from Spring 2014 to Spring 2016 for respondents 21 and over and stayed the same for Spring 2017 respondents. For that same question, fewer respondents under 21 in Spring 2017 (4.8%) felt there was no risk compared to respondents in Spring 2016 (9.9%).
- There was a significant increase in Spring 2017 for respondents under 21 who reported finding it somewhat or very easy to get alcohol (78.3%) compared to the same group in

Spring 2016 (66.9%). The percent of respondents under 21 from Spring 2014 was nearly ten percent lower in spring 2014 (57.3%) compared to Spring 2016.

Recommendations

- Because of the growing perceived ease by students under 21 in obtaining alcohol, agencies should investigate ways to stress the legal ramifications of underage alcohol purchasing. In Texas, a person may provide alcohol to a minor if s/he is the minor's adult parent, guardian or spouse and is visibly present when the minor possesses or consumes the alcoholic beverage. "Other" family members are not included in this law.
- The consistently low percentage of respondents who say there is 'no risk' in consuming five or more alcoholic drinks once or twice a week suggests that the majority of respondents are possibly aware of the dangers of excessive alcohol consumption. Further investigation might determine whether consumption related to binge drinking (five or more drinks during a single session) or consistent consumption (one or two drinks per day regularly) should be the focus on continued awareness campaigns.
- The majority of Spring 2017 respondents age 21 and over were likely or very likely to use a Safe Ride program (85.4%). There has been very little change from the Spring 2016 results (86%) or the Spring 2014 results (85.5%). Implementation for this type of program should begin if there is not one currently available.

Drug Survey Executive Summary

In Spring 2017, Blinn College surveyed 8,022 students regarding their use of marijuana and/or prescription drugs. The survey was done as a part of Blinn College's efforts to support the Community Alcohol & Substance Awareness Partnership (CASAP). There was one reminder sent over the two-week period for which the survey was open. Of the students who received the survey, 462 responded for a response rate of 6 percent.

- The percentage of respondents who reported using marijuana within the last month (17.8%) was consistent with previous surveys. Seventeen percent of respondents reported they had used marijuana within the last month in Spring 2016. The number of respondents who used prescription drugs not prescribed to them in the last month (8.1%) increased less than one percent from Spring 2016, when 7.8 percent stated they had used prescription drugs not prescribed to them in the past month. Results from Spring 2014 were lower, with 14 percent of respondents stated that they used marijuana and under 7 percent of respondents stated that they used prescription drugs not prescribed to them.
- The percentage of respondents who felt there was little to no risk of people harming themselves, physically or in other ways, if they smoke marijuana once or twice a week was over sixty percent (61.7%). That figure is slightly up from Spring 2016 (58.7%).
- Almost eighty-five percent of respondents (84.9%) felt there was at least a moderate risk of people harming themselves, physically or in other ways, if they use prescription drugs that are not prescribed to them. Similar results were collected in Spring 2016 (89.7%) and Spring 2014 (87.2%).

- Less than 50 percent of respondents (43.8%) said they find it very easy to get marijuana, hash or synthetic marijuana, a continued decline from Spring 2016 (46.6%) and Spring 2014 (47.9%). The same percentage of respondents in Spring 2017 and Spring 2016 (23%) said it was very easy to get prescription drugs not prescribed to them compared to over 30 percent (30.5%) in Spring 2014. Only 11 percent said it was difficult to get marijuana and 22.6 percent said it was difficult to get prescription drugs not prescribed to them. These numbers are consistent with Spring 2016 and Spring 2014 data.
- As reported in past surveys, the majority of respondents that reported using illicit prescription drugs at some point said they got them from a friend with a prescription.

Recommendations

- Fewer than one-fifth of the respondents replied that they have used marijuana, hash or synthetic marijuana in the past 30 days. Additionally, it appears to be less difficult to gain access to the substances, but fewer students reported using them. Abuse of marijuana, hash or synthetic marijuana does not appear to be a widespread problem, but does warrant some attention to address what could become a growing issue.
- Although respondents believed that there was a moderate risk of people harming themselves if they used prescription drugs that are not prescribed to them, only 7.8 percent said that they used non-prescribed drugs. Prescription drug abuse does not appear to be a widespread problem, but does warrant some attention to address what could become a growing issue, as with the responses noted above.
- Because a larger percentage of respondents on the Bryan campus had used marijuana, hash, synthetic marijuana or prescription drugs in the past 30 days, a campus-targeted program could prove to be more beneficial when expending resources.

Exhibit 2: Summaries and Recommendations from CASAP Student Surveys, 2018

Alcohol Survey Executive Summary

In Spring 2018, Blinn College surveyed 5,376 students age 21 and over and 10,998 students under age 21 regarding their use of alcoholic beverages. The survey was done as a part of Blinn College's efforts to support the Community Alcohol & Substance Awareness Partnership (CASAP). For students 21 and over, 429 responded in Spring 2014 (8% response rate), 246 responded in Spring 2016 (10% response rate), 428 responded in Spring 2017 (8% response rate) and 165 responded in Spring 2018 (3% response rate), reflecting a five percent response rate decrease. For students under 21, 637 responded in Spring 2014 (6% response rate), 557 responded in Spring 2016 (9% response rate), 681 students responded in Spring 2017 (6% response rate) and 335 responded in Spring 2018 (3% response rate), reflecting a three percent in response rate decrease.

- The majority of respondents 21 and over (78.4%) said they would not buy/provide alcohol to minors. This is an increase from responses from Spring 2017 (71.7%), Spring 2016 (76.4%) and Spring 2014 (73.2%). Comment content analysis shows respondents

consistently cited the main reason for not providing/buying alcohol for minors is because doing so is illegal.

- Over half of the respondents in both groups reported drinking one or more alcoholic beverages during the past 30 days (under 21, 51.9%; 21 and over, 72.1%). These results are consistent with findings from Spring 2017 (under 21, 54.3%; 21 and over, 76.5%), Spring 2016 (under 21, 54.9%; 21 and over, 68.9%) and Spring 2014 (under 21, 53.5%; 21 and over, 70.2%).
- On the question about whether students risk harming themselves or others when they have five or more drinks once or twice a week, the number of respondents 21 and over who felt there was no risk at all (5.4%) was more than double the percent from Spring 2017 (1.7%) and a 2 percent increase from Spring 2016 (3.7%). In Spring 2014, 2.6% of respondents felt there was no risk at all. For that same question, fewer respondents under 21 (3.5%) felt there was no risk compared to Spring 2017 (4.8%). This number has decreased for each of the last three years for respondents under 21 as shown by the high percentage in Spring 2016 (9.9%).
- There was a decrease in the percentage of respondents under 21 who found it somewhat easy or very easy to get alcohol in Spring 2018 (65.3%) compared to Spring 2017 (78.3%). The percentage of students in Spring 2018 is more consistent with the same group in Spring 2016 (66.9%).

Recommendations

Based on the summary of responses here, some positive trends have emerged. Survey respondents who are age 21 or over are increasingly stating that they will not provide alcohol to minors based on the fact that it is illegal. For survey respondents under age 21, they are reporting that it is getting more difficult to get alcohol based on the decrease in the number of respondents saying it is easy or very easy to get alcohol. These two items could be related, although no causation can be attributed here.

Further, there has been a trend since the inception of this survey that the response rate has been decreasing. The Office of Institutional Research and Effectiveness (IR&E) has moved from surveying the entire student body to surveying a sample in order to reduce the chances of survey fatigue. Additionally, incentives were used in Spring 2017 to solicit more participation, which did not seem to be effective in increasing the response rate. For future survey administrations, it might be valuable to create an open survey and use QR code technology where flyers and other marketing materials can be placed in public locations where students can participate “on the fly” rather than focusing on the use of emails. Additionally, the IR&E Office will investigate the feasibility of leaving the survey open longer to encourage more participation.

Drug Survey Executive Summary

In Spring 2018, Blinn College surveyed 600 students regarding their use of marijuana and/or prescription drugs. The survey was conducted as a part of Blinn College’s efforts to support the

Community Alcohol & Substance Awareness Partnership (CASAP). For the initial launch of the survey, there was one reminder sent over the two-week period for which the survey was open. Due to low response, the survey was launched a second time. Of the students who received the survey, 15 responded for a response rate of 2 percent.

In Spring 2017, Blinn College surveyed 8,022 students which yielded a 6 percent response rate (462 respondents). In Spring 2016, Blinn College surveyed 5,472 students for a response rate of 6 percent (372 respondents). In Spring 2014, Blinn College surveyed 15,428 students and five hundred eighty-nine students responded for a response rate of 4 percent.

Responses for the current survey period are consistent in the areas of the risk of harm from use of marijuana or prescription drugs and the ease of use in getting marijuana or prescription drugs. Usage of marijuana and prescription drugs by current respondents was significantly less than respondents in surveys from previous years.

Recommendations

There has been a trend since the inception of this survey that the response rate has been decreasing, with the largest impact being seen in Spring 2018. The Office of Institutional Research and Effectiveness (IR&E) has moved from surveying the entire student body to surveying a sample in order to reduce the chances of survey fatigue. Additionally, incentives were used in Spring 2017 to solicit more participation, which did not seem to be effective in increasing the response rate. For future survey administrations, it might be valuable to create an open survey and use QR code technology where flyers and other marketing materials can be placed in public locations where students can participate “on the fly” rather than focusing on the use of emails. Additionally, the IR&E Office will investigate the feasibility of leaving the survey open longer to encourage more participation.

New and Continuing Activities Planned for FY2018-19

- **New (Based on a review Blinn College’s drug and alcohol programming, the following new initiatives will be conducted for FY2018-19 to better meet the needs of students and employees. FY2019-2020 activities will be adjusted based on mid-cycle review)**
 - Establish a requirement that all students complete one of these activities on a yearly basis.
 - Consider changing policies related to student discipline for alcohol/drug offenses. Currently, students who are caught with drugs are removed from housing and assigned an essay of “What I learned from this incident and the harmful effects of marijuana” and an online drug prevention class. In order to better offer encouragement and resources, the College is considering changing current policy to offer counseling for the first offense and expulsion for a subsequent offense.
 - Create a new Awareness Rocks Project that sends messages through social media to students and staff about a range of physical and mental health issues, to include information about drug and alcohol resources.
 - Blinn College will open the drug and alcohol surveys for a longer period of time

and incorporate the use of QR codes so that posters can be put up in high student traffic areas. Blinn College hopes this will increase the response rates to the surveys. Also, based on student comments in past surveys, we will be revamping the survey questions and possibly attempt to shorten the surveys in hopes of garnering more participation.

- Blinn College will develop a method that better stores communication to students and staff as it pertains to required drug and alcohol related notifications.
- Awareness Rocks, The Office of Disability Services and Counseling will be distributing colorful rocks with mental health messages. This will increase students' knowledge of counseling services in order to assist students with resources regarding alcohol and drug use.
- Love the Way You Lie (Domestic Violence) will discuss the dangers of partner violence, which can involve drug or alcohol abuse. This program will identify warning signs and the cycle of abuse.
- Sexual Assault Awareness, in cooperation, with community agencies, counseling services provides information to improve students' knowledge regarding mental health. Part of the event includes information regarding alcohol and drug use in cases of sexual assault or harassment.
- **Continuing (Based on a review Blinn College's drug and alcohol programming, the following initiatives will be continued for FY2016-17 to better meet the needs of students and employees.)**
 - Residential Life presentations
 - Athletic presentations
 - Mental Health Week presentations
 - Community Alcohol & Substance Awareness Partnership (CASAP)
 - Alternative Spring Breaks
 - Annual communication to employees regarding relevant College policies and dangers of alcohol and drug abuse.
 - Continue campaign that automatically sends an annual notification to all students about policies of drugs and alcohol, college policies, federal, state, and local penalties, health risks, and resources for those needing help.
 - Provide a staffed drug and alcohol resource table to students on the Schulenburg and Sealy campuses at least one day each fall and spring semester.
 - Conduct student surveys at the end of each student event to be used in biennial review.
 - Drug and alcohol awareness presentations at student activities leadership trainings.
 - Conduct student discipline reviews each semester to ensure that disciplinary actions are following college policy and are being consistently to all students.

D. Resources and Support

Resources and support are available to students and employees who may be struggling with a chemical dependency.

The College provides information on counseling services available to students, as well as an array of resources and support available to both students and employees, on the College's website: <https://www.blinn.edu/drug-alcohol-awareness/index.html>

Full-time employees enrolled in the Health Select (BC/BS of Texas) insurance plan have access to additional resources to assist in coping with a range of stressful situations such as:

- Alcohol abuse
- Anger management
- Anxiety and stress
- Compulsive spending or gambling
- Coping with grief and loss
- Depression
- Domestic violence
- Drug abuse
- Eating disorders
- Medication management

E. Offices Responsible

The following offices collaborate on Blinn College's Drug and Alcohol Abuse Prevention Program:

- Office of the Vice Chancellor for Student Services
- Academic Advising and Counseling
- Health Clinic
- Student Leadership and Activities
- Residential Life
- College Police
- Human Resources

F. Review of violations and penalties

Employees

Blinn College reviewed all employee drug and alcohol policies, procedures, and employee sanctions for FY2016-17 and FY2017-18. It was determined that the policies and procedures are meeting the needs of the institution. One employee case occurred during the biennium. The appropriate protocol was followed according to board policies. Resources were made available to the employee and disciplinary action was implemented.

Students

Blinn College reviewed all student drug and alcohol policies, procedures and student sanctions for FY 2016-17 and FY 2017-18. During the biennium, there were 102 total alcohol-related offenses and 156 total drug-related offenses. Alcohol-related offenses dropped sharply in FY 2017-18 compared to the prior year (a 42% drop, from 72 cases in FY 2016-17 to 30 cases in FY 2017-18).The points associated with alcohol and drug related are shown below in Exhibit 2. Students found responsible for an alcohol-related offense are assigned an essay about “What they learned from the incident and the harmful effects of alcohol” and an online alcohol prevention class. Students found responsible for a drug-related offense are removed from housing and assigned an essay of “What I learned from this incident and the harmful effects of marijuana” and an online drug prevention class.

Drug-related offenses increased in the second half of the biennium from 52 in FY 2016-17 to 104 in FY 2017-18 (a 66% increase). The College attributes this to a reduction in the use of drug sniffing dogs. Campus Police made fewer searches. The dogs serve as a deterrent and need to do searches frequently. Also less education on alcohol and drug abuse.

The College randomly sampled 10 % of the alcohol and drug cases to review the penalties applied. The review of penalties suggested that alcohol and drug penalties were applied consistently and uniformly. The College plans to undertake a deeper analysis in the upcoming year FY 2018-19 of the Student Code of Conduct and Penalties.

Exhibit 3: Blinn College Disciplinary Points Associated with Alcohol and Drug Violations

| Violation | Restitution | Maximum Points |
|--|---|-----------------------|
| Alcohol First Time (usage, presence, paraphernalia) | Restitution as determined | 3 |
| Alcohol Second Time (usage, presence, paraphernalia) | Removal from Residence Life Program | 3 |
| Drugs (usage, presence, paraphernalia) | Immediate Removal from Residence Life Program | 6 |

APPENDIX

| | |
|--|---|
| Alcohol Prohibited | <p>The use or possession of intoxicating beverages on College District-owned or -controlled premises shall be prohibited. Any exception to this policy shall be made on an event-by-event basis by the Chancellor. Prior to any exception being granted, the organizers of the event shall submit a written request to the Chancellor detailing a description of the event and the plan for the sale or serving of alcoholic beverages. The request and plan should include proof of liability insurance that includes coverage of the sale or serving of alcoholic beverages. Event organizers shall be responsible for ensuring that all federal, state, and local laws are strictly adhered to at all times on all property controlled by the College District in regards to the use and sale of alcoholic beverages. [See also FLBE(LOCAL)]</p> |
| Smoke- and Tobacco-Free Environment | <p>The College District shall establish and maintain a smoke- and tobacco-free environment for all College District facilities. The College District prohibits the use, distribution, and/or sale of tobacco, smoke, and nicotine vapor products and devices, including, but not limited to: cigarettes, cigars, pipes, water pipes, hookahs, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, or any other related products and devices, by any person on all premises owned, rented, leased, or supervised by the College District, including all College District facilities, buildings, and grounds. This prohibition applies to all College District vehicles, and to personal vehicles while on College District premises.</p> <p>The College District prohibits all tobacco, smoke, nicotine vapor, and/or any other related product advertising or sponsorships on its property, at College District-sponsored events, or in publications produced by the College District.</p> <p>The Chancellor or designee shall develop administrative regulations and procedures as necessary to implement this policy, including provisions for notification, signage, disciplinary consequences, complaint procedures, and enforcement.</p> |
| Exception | <p>The only exception to this total prohibition shall be in those circumstances where the College District is party to a contract or other agreement relating to the property that limits its authority in this regard.</p> |
| Enforcement | <p>The enforcement methods for noncompliance with the provisions on the College District's smoke- and tobacco-free environment are as follows:</p> <ol style="list-style-type: none">1. The violator may be fined \$25.2. The violator may be escorted off campus/property.3. The violator may be charged with criminal trespass. |

Blinn College
239501

COMMUNITY USE OF COLLEGE DISTRICT FACILITIES
CONDUCT ON COLLEGE DISTRICT PREMISES

GDA
(LOCAL)

Education

The College District may offer and promote prevention and education initiatives that support non-use or cessation of tobacco products and the understanding of risks associated with tobacco use.

DATE ISSUED: 4/17/2018
LDU 2018.01
GDA(LOCAL)-X

ADOPTED:

2 of 2

| | |
|--|---|
| | <p>All College District employees shall perform their duties in accordance with state and federal law, College District policy, and ethical standards.</p> <p>All College District personnel shall recognize and respect the rights of students, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the College District.</p> <p>Employees wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]</p> |
| Ethical Standards | <p>The College District holds all employees to the ethical standards expressed in the Texas Community College Teachers Association Code of Professional Ethics (PDF).¹</p> |
| Violations | <p>Employees shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to their status as College District employees. Violation of any policies, regulations, or guidelines may result in disciplinary action, including termination of employment. [See DCC and DM series]</p> |
| Electronic Media | <p>Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), web logs (blogs), electronic forums (chat rooms), video-sharing websites, editorial comments posted on the Internet, and social network sites. Electronic media also includes all forms of telecommunication, such as landlines, cell phones, and web-based applications.</p> |
| Record Retention | <p>An employee shall comply with the College District's requirements for records retention and destruction to the extent those requirements apply to electronic media. [See CIA]</p> |
| Personal Use | <p>Employees shall be held to the same professional standards in their public use of electronic media as they are for any other public conduct. If an employee's use of electronic media violates state or federal law or College District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.</p> |
| Safety Requirements | <p>All employees shall adhere to College District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.</p> |
| Smoke- and Tobacco-Free Environment | <p>The College District maintains a smoke- and tobacco-free environment at all College District facilities. The College District prohibits the use, distribution, and/or sale of tobacco, smoke, and nicotine vapor products and devices, including but not limited to:</p> |

cigarettes, cigars, pipes, water pipes, hookahs, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, or any other related products and devices, by any person on all premises owned, rented, leased, or supervised by the College District, including all College District facilities, buildings, and grounds. This prohibition applies to all College District vehicles and to personal vehicles while on College District premises. [See also GDA]

Exception The only exception to this total prohibition shall be in those circumstances where the College District is party to a contract or other agreement relating to the property that limits its authority in this regard.

Enforcement The enforcement methods for noncompliance with the College District's smoke- and tobacco-free environment policy are as follows:

1. The violator may be fined \$25.
2. The violator may be escorted off campus/property.
3. The violator may be charged with criminal trespass.

Alcohol and Drugs A copy of this policy, the purpose of which is to eliminate drug abuse from the workplace, shall be provided to each employee at the beginning of each year or upon employment.

Employees shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on College District property or at College District-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant, or mood-changing, mind-altering, or behavior-altering drugs.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

| | |
|---|---|
| | <ol style="list-style-type: none">2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian. |
| Notice | Each employee shall be given a copy of the College District's notice regarding a drug-free workplace. [See DI(EXHIBIT)] |
| Arrests, Indictments, Convictions, and Other Adjudications | An employee shall notify his or her immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony or offense involving moral turpitude. |
| Moral Turpitude | Moral turpitude includes but is not limited to: <ol style="list-style-type: none">1. Dishonesty, fraud, deceit, theft, or misrepresentation;2. Deliberate violence;3. Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;4. Felony possession, transfer, sale, distribution, or conspiracy to possess, transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;5. Acts constituting public intoxication, operating a motor vehicle while under the influence of alcohol, or disorderly conduct, if any two or more acts are committed within any 12-month period; or6. Acts constituting abuse under the Texas Family Code. |
| Consensual Relationships Prohibited | <p>All employees have a responsibility to avoid any apparent or actual conflict of interest. A conflict of interest arises when:</p> <ol style="list-style-type: none">1. An employee currently has or formerly had a consensual, intimate relationship with his or her subordinate or with a student; and2. The employee's professional responsibilities give him or her the power or authority to influence or affect the subordinate's or student's status, assessment, opportunities, or benefits. <p>Consensual, intimate relationships between employees and their subordinates or between employees and students may lead to complaints of harassment by the subordinate or student and may lead to the perception that the subordinate or student is receiving special access, advantage, or favoritism or that others are receiving</p> |

ing restricted opportunities or unfavorable treatment. These concerns may be damaging to all participants whether the favoritism is real or perceived.

Accordingly, all consensual, intimate relationships between employees and their subordinates are prohibited. Likewise, this policy prohibits all consensual, intimate relationships between an employee and a student who is under the jurisdiction of the employee, who is subject to the employee's influence or decision-making authority, who is taking or has taken classes in the same division as the employee, or who is enrolled in a program in the same division as the employee. If a relationship of this nature occurs, or has occurred in the past, the employee must disclose the relationship to his or her supervisor so that the conflict of interest may be resolved.

This policy applies to all employees, including faculty members, and employees who are also enrolled as students in the College District.

Violations of this policy shall constitute employee misconduct and may subject affected employees to institutional sanctions, including termination. Additionally, regardless of whether the participants are disciplined, the College District may transfer one or both parties to a new division or job responsibility, if available, alter reporting lines, or take other necessary action to resolve the conflict.

Allegations of sexual harassment shall be addressed in accordance with the applicable sexual harassment policy. [See DIA series for employees and FFD series for students]

¹ Texas Community College Teachers Association Code of Professional Ethics (PDF): <http://www.tccta.org/wp-content/uploads/2016/01/TCCTA-Ethics.pdf>

BLINN COLLEGE ADMINISTRATIVE REGULATIONS MANUAL

SUBJECT: *Drug and Alcohol Prevention Program (DAAPP)*

EFFECTIVE DATE: September 29, 2016

BOARD POLICY REFERENCE: DH and FLBE

PURPOSE

Blinn College is dedicated to providing a safe and healthy environment for students, employees, and visitors. This includes ensuring that the College is a drug- and alcohol-free zone. The College informs the campus community about its policies on alcohol and drug use and offers resources for help in accordance with federal law.

Students and employees are encouraged to read and understand information about the college's Drug and Alcohol Abuse Prevention Programs (DAAPP). Blinn College complies with the Drug-Free Schools and Campuses Regulations (34 CFR Part 86) and the U.S. Department of Education's Drug-Free Schools and Communities Act Amendment of 1989 (Public Law 101-226).

The elements of Blinn College's DAAPP include:

- A. College policies
- B. Communicating policies and consequences to students and employees
- C. Face-to-face awareness activities
- D. Resources and support
- E. Offices responsible
- F. Review of violations and penalties

BIENNIAL REVIEW TIMELINE

In accordance with federal guidelines, Blinn College will conduct a biennial review of the DAAPP during the summer of even numbered school years.

DISTRIBUTION

Blinn College strives to provide the most up-to-date and accurate information to students and employees. The college will maintain a website with all policies, reviews, programing and resources consolidated in to one location. In addition, Blinn College shall:

- A. Students and employees will receive an email annually containing information about the DAAPP with a link to more detailed information found on the program's website.
- B. All employees will be emailed annually the drug-free workplace statement.
- C. A Communication Management Campaign will be maintained to ensure all information is distributed to students and employees annually.

Dennis Crowson

From: Blinn Announcement
Sent: Wednesday, September 28, 2016 3:59 PM
To: Blinn.People; Brenham Students; Bryan Students; Schulenburg Students; Sealy Students
Cc: Dennis Crowson; Laurie Clark
Subject: Blinn College 2016 Drug and Alcohol Awareness Prevention Program Report

Blinn College is dedicated to providing a safe and healthy environment for students, employees, and visitors. This includes ensuring that Blinn College is a drug- and alcohol-free zone.

The Drug-Free Schools and Campuses Regulations of the Drug-Free Schools and Communities Act require all higher education institutions to certify that they have implemented programs to prevent the abuse of alcohol and the use and/or distribution of illicit drugs by students and employees either on its premises and/or as a part of any of its activities.

To view Blinn College's Drug and Alcohol Awareness Prevention Program (DAAPP) Report, please visit:

- [Blinn College 2016 Drug and Alcohol Awareness Prevention Program](#)
- [DAAPP Biennial Review 2014-2016](#)
- [A Drug Free College](#)

PLEASE DO NOT REPLY to this message. This is a general Blinn College mass e-mail account. Refer to the information contained in the e-mail to determine the appropriate contact.

Blinn College does not discriminate on the basis of race, color, national origin, sex, or disability in its programs or activities. For information regarding Title IX, ADA, Section 504 and other anti-discrimination coordinators, see the [Required Notices](#) link on the Blinn College main webpage.

From: Blinn Announcement
To: [Blinn.People](#); [Blinn.Faculty](#); [Blinn.Staff](#)
Subject: Smoke- and Tobacco-Free Policy
Date: Wednesday, May 30, 2018 9:56:05 AM

The Blinn College District thanks you for not smoking, and would like all employees to know that effective June 1, 2018, the Blinn College District shall be a smoke- and tobacco-free environment.

Per Blinn College District Policies [FLB\(LOCAL\)](#), [GDA\(LOCAL\)](#), and [DH\(LOCAL\)](#), the possession, use, distribution, and/or sale of tobacco, smoke, and nicotine vapor products and devices, including but not limited to cigarettes, cigars, pipes, water pipes, hookahs, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, or any other inhalant products or devices, shall be prohibited. This prohibition applies to all premises owned, rented, leased, or supervised by the College District, including all College District facilities, buildings, and grounds, as well as College District vehicles and personal vehicles on the Blinn premises.

Violators may be fined \$25, escorted off the campus or property, and charged with criminal trespass.

For those seeking to quit the use of tobacco products, Blinn's Human Resources Department offers a variety of resources at www.blinn.edu/wellness/tobacco-cessation.html and will host a tobacco cessation program in the fall.

PLEASE DO NOT REPLY to this message. This is a general Blinn College mass e-mail account. Refer to the information contained in the e-mail to determine the appropriate contact.

The Blinn College District does not discriminate on the basis of race, color, national origin, sex, or disability in its programs or activities. For information regarding Title IX, ADA, Section 504 and other anti-discrimination coordinators, see the [Required Notices](#) link at www.blinn.edu.

From: [Carol Estes](#)
Subject: Drug Free Policies & Tax Sheltered Annuity Information
Date: Thursday, May 4, 2017 11:47:50 AM
Attachments: [DH Local.pdf](#)
[DI Exhibit.pdf](#)
[DI Local.pdf](#)
[Drug Free Blinn College.pdf](#)
[GFA Local.pdf](#)
[TDA Document.pdf](#)
[DHB Local.pdf](#)

Date: May 2, 2017

To: All Employees

From: Human Resources

RE: Drug and Alcohol Free College

Attached you will find information required to be distributed annually according to Blinn College Board Policy and the U.S. Department of Education.

Drug Free Blinn College

DI Local

DI Exhibit

DH Local

DHB Local

GFA Local

TSA Information

If you have any questions regarding this information, please contact the Human Resources Office at 979-830-4128.

From: Carol Estes
Subject: Drug Free Policies & Tax Sheltered Annuity Information
Date: Thursday, April 12, 2018 12:46:34 PM
Attachments: [TDA_Document.pdf](#)
[DrugFreeBlinnCollege.pdf](#)
[GDA Local.pdf](#)
[DHB Local.pdf](#)
[DI Local.pdf](#)
[DI Exhibit.pdf](#)
[DH Local.pdf](#)

Date: April 12, 2018

To: All Employees

From: Human Resources

RE: Drug and Alcohol Free College

Attached you will find information required to be distributed annually according to Blinn College Board Policy and the U.S. Department of Education.

Drug Free Blinn College

DI Local

DI Exhibit

DH Local

DHB Local

GDA Local

Tax Deferred Annuity Information

If you have any questions regarding this information, please contact the Human Resources Office at 979-830-4128.

A DRUG FREE COLLEGE

Information for Employees Regarding Illicit Drugs and Alcohol Abuse

- Standards of Conduct Prohibiting Unlawful Possession, Use or Distribution of Illicit Drugs and Alcohol
- Health Risks Associated with Use of Drugs and Alcohol Abuse
- College Penalties for Prohibited Conduct Related to Drugs and Alcohol
- Counseling Referrals
- Criminal Penalties Under State and Federal Law for Unlawful Possession, Use or Distribution of Drugs and Alcohol

Board Policies

Blinn College prohibits the manufacture, distribution, dispensation, possession, or use of a controlled substance, as defined in state and federal law, either in the workplace or at any school-related event. Employees who violate this prohibition may be referred to drug counseling programs, drug rehabilitation programs, or may be terminated from employment with Blinn College. Employees who voluntarily reveal to the institution that they have a drug abuse problem at the workplace, will be given one opportunity, without risk of termination, to seek and complete a rehabilitation program.

– *Blinn Board of Trustees, July 11, 1989*

The Blinn Board of Trustees also adopted Alcohol-Free Workplace Requirements (Sept. 12, 1989), which extend the same prohibitions listed above to “intoxicating beverages in the workplace.” The same conditions of treatment of sanctions also apply.

The use of illegal drugs or alcohol in the workplace has serious effects on employee health, morale, discipline, behavior, and job performance. Adverse job performance includes efficiency, productivity, attendance, safety, and quality of performance.

The Blinn College Counseling Services maintains a referral list of treatment centers and healthcare providers for those seeking help. Many of them have sliding scale fees or accept insurance. Blinn College’s group medical policy includes in-patient and out-patient coverage for these services. Confidentiality will be maintained.

- **See Board Policy Manual, DH (Local), DO (E), GFA (Local), found on the Blinn website at www.blinn.edu, under Faculty and Staff, Board Policy Manual or at <http://pol.tasb.org/Home/Index/1204>.**

Health Risks

Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person’s ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol can also lead to permanent damage to vital organs such as the brain and the liver. Females who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are a greater risk than other youngsters of becoming alcoholics.

Tobacco (Nicotine)

The smoking of tobacco products is the chief avoidable cause of death in our society. Smokers are more likely than nonsmokers to contract heart disease. Some 30 percent of cancer deaths (130,000 per year) are linked to smoking. Chronic obstructive lung diseases such as emphysema and chronic bronchitis are 10 times more likely to occur among smokers than among nonsmokers. Smoking during pregnancy poses serious risks such as spontaneous abortion, preterm birth, low birth weights, and fetal and infant deaths. Perhaps the most dangerous substance in tobacco smoke is nicotine. Because nicotine is highly addictive, addicts find it very difficult to stop smoking. Of 1,000 typical smokers, fewer than 20 percent succeed in stopping on the first try.

Designer Drugs

Illegal drugs are defined in terms of their chemical formulas. To circumvent these legal restrictions, underground chemists modify the molecular structure of certain illegal drugs to produce analogs known as designer drugs. These drugs can be

several hundred times stronger than the drugs they are designed to imitate. Many of the so-called designer drugs are related to amphetamines (MDMA, X). Bootleg manufacture creates overdose and contaminated risks. These substances can produce severe neurochemical damage to the brain. The narcotic analogs (fentanyl, china white) can cause symptoms such as those seen in Parkinson's disease: uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage. Analogs of amphetamines and methamphetamines cause nausea, blurred vision, chills or sweating, and faintness. Psychological effects include anxiety, depression, and paranoia. As little as one dose can cause brain damage. The analogs of phencyclidine cause illusions, hallucinations, and impaired perception.

Cocaine

Cocaine stimulates the central nervous system. The use of cocaine can cause death by cardiac arrest or respiratory failure. Its immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature. Occasional use can cause a stuffy or runny nose, while chronic use can ulcerate the mucous membrane of the nose. Injecting cocaine with contaminated equipment can cause AIDS, hepatitis, and other diseases. Cocaine can produce psychological and physical dependency, a feeling that the user cannot function without the drug. In addition, tolerance develops rapidly. Crack or freebase rock is extremely addictive, and its effects are felt within 10 seconds. The physical effects include dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, tactile hallucinations, paranoia, and seizures.

Other Stimulants

Stimulants can cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. In addition, users may experience sweating, headache, blurred vision, dizziness, sleeplessness, and anxiety. Extremely high doses can cause a rapid or irregular heartbeat, tremors, loss of coordination, and even physical collapse. An amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever or heart failure. In addition to the physical effects, users report feeling restless, anxious, and moody. Higher doses intensify the effects. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucinations, delusions, and paranoia.

Anabolic Steroids

Anabolic steroids are a group of powerful compounds closely related to the male sex hormone testosterone. Steroid users subject themselves to more than 70 side effects ranging in severity from liver cancer to acne and including psychological as well as physical reactions. The liver and the cardiovascular and reproductive systems are most seriously affected by steroid use. In males, use can cause withered testicles, sterility, and impotence. In females, irreversible masculine traits can develop along with breast reduction and sterility. Psychological effects include very aggressive behavior known as "roid rage" and depression. While some side effects appear quickly, others, such as heart attacks and strokes, may not show up for years.

Narcotics

Narcotics initially produce a feeling of euphoria that often is followed by drowsiness, nausea, and vomiting. Users also may experience constricted pupils, watery eyes, and itching. An overdose may produce slow shallow breathing, clammy skin, convulsions, coma, and possible death. Tolerance to narcotics develops rapidly and dependence is likely. The use of contaminated syringes may result in diseases such as AIDS, endocarditis, and hepatitis. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms.

Marijuana

All forms of cannabis have negative physical and mental effects. Use of cannabis may impair or reduce short-term memory and comprehension, alter sense of time and reduce ability to perform tasks requiring concentration and coordination, such as driving a car. Research also shows that employees do not retain knowledge when they are "high." Motivation and cognition may be altered, making the acquisition of new information difficult. Marijuana can also produce paranoia and psychosis. Because users often inhale the unfiltered smoke deeply and then hold it in their lungs as long as possible, marijuana is damaging to the lungs and pulmonary system. Marijuana smoke contains more cancer-causing agents than tobacco smoke. Long-term users of cannabis may develop psychological dependence and require more of the drug to get the same effect. The drug can become the center of their lives.

Hallucinogens

Lysergic acid (LSD), mescaline, and psilocybin cause illusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness, and tremors. Sensations and feelings may change rapidly. It is common to have bad psychological reactions to LSD, mescaline, and psilocybin. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects or flashbacks, can occur even after use of ceased. Users of PCP report persistent memory problems and speech difficulties. Some of these effects may last 6 months to a year following prolonged daily use. Mood disorders-depression,

anxiety, and violent behavior-also occur. In later stages of chronic use, users often exhibit paranoid and violent behavior. Large doses may produce convulsions and coma, as well as heart and lung failure.

Depressants

The effects of depressants are in many ways similar to the effects of alcohol. Small amounts can produce calmness and relaxed muscles, but somewhat larger doses can cause slurred speech, staggering gait, and altered perception. Large doses can cause respiratory depression, coma and death. The combination of depressants and alcohol can multiply the effects of the drugs, thereby multiplying the risks. The use of depressants can cause both physical and psychological dependence. Regular use over time may result in a tolerance to the drug, leading the user to increase the quantity consumed. When regular users suddenly stop taking large doses, they may develop withdrawal symptoms ranging from restlessness, insomnia, and anxiety to convulsions and death.

Inhalants

The immediate negative effects of inhalants include nausea, sneezing, coughing, nosebleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrite cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage. Deeply inhaling the vapors, or using large amounts over a short time, may result in disorientation, violent behavior, unconsciousness, or death. High concentrations of inhalants can cause suffocation by displacing the oxygen in the lungs or by depressing the central nervous system to the point that breathing stops. Long-term use can cause weight loss, fatigue, electrolyte imbalance, and muscle fatigue. Repeated sniffing of concentrated vapors over time can permanently damage the nervous system.

Counseling Referrals

Drug/alcohol counseling referrals are available in the Human Resources office of the college.

Blinn College Policy Statement on Drug and Alcohol Use and Abuse

In accordance with the Drug Free Schools and Campuses Drug Prevention Program Certification, Blinn College has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs/alcohol by its employees on school premises or as part of any of its activities. Blinn College recognizes the importance of information about drug/alcohol abuse. Provided here, for the benefit of each employee, are standards of conduct and legal and disciplinary sanctions for the unlawful possession or distribution of illicit drugs/alcohol. Listing of area resources for drug/alcohol counseling and rehabilitation are available in the Human Resources office.

Legal Sanctions

Employees found in violation of any local, state or federal law regarding the use, possession or distribution of alcohol or other drugs (as defined by the Texas Health and Safety Code, Subtitle C. Substance Abuse Regulations and Crimes) may receive the full legal penalty in addition to any appropriate college disciplinary action. Information about the college disciplinary process is available on the Blinn College website at www.blinn.edu. The most common legal violations and their consequences are:

| PENALTIES UNDER FEDERAL LAW* | | |
|--|---|---|
| OFFENSE | MINIMUM PUNISHMENT | MAXIMUM PUNISHMENT |
| Manufacture, distribution, or dispensing drugs (includes marijuana) | A term of imprisonment up to 5 years, and a minimum fine of \$250,000 | A term of life imprisonment without release (no eligibility for parole) and a fine not to exceed \$8,000,000 (for an individual) or \$20,000,000 if other than an individual) |
| Possession of drugs (including marijuana) | Imprisonment for up to 1 year plus fine. | Imprisonment for not more than 20 years or not less than \$5,000 plus costs of investigation and prosecution |
| Operation of a Common Carrier under the influence of alcohol or drugs | | Imprisonment for up to 15 years and a fine not to exceed \$250,000 |
| Penalties may be enhanced for prior convictions and offenses within specified distances of a public college or university. | | |
| *Additional penalties may apply in resident halls. These penalties are listed in the Residence Hall Handbook. | | |

PENALTIES UNDER TEXAS LAW*

| OFFENSE | MINIMUM PUNISHMENT | MAXIMUM PUNISHMENT |
|--|--|---|
| Manufacture or delivery of controlled substances (drugs) | Confinement in the Texas Department of Corrections (TDC) for a term of not more than 2 years or less than, 180 days or confinement in a community correctional facility for not more than 1 year, and a fine not to exceed \$10,000 | Confinement in TDC for life or for a term of not more than 99 years or less than 15 years, and a fine not to exceed \$250,000 |
| Possession of controlled substances (drugs) | Confinement in jail for a term of not more than 180 days, and a fine not to exceed \$2,000 | Confinement in TDC for life or for a term of not more than 99 years or less than 15 years, and a fine not to exceed \$250,000 |
| Delivery of Marijuana | Confinement in jail for a term of not more than 180 days, and a fine not to exceed \$2,000 or both | Confinement in TDC for life or for a term of not more than 99 years or less than 10 years, and a fine not to exceed \$100,000 |
| Possession of Marijuana | Confinement in jail for a term not to exceed 180 days, and a fine not to exceed \$2,000 or both | Confinement in TDC for life or for a term of not more than 99 years or less than 5 years, and a fine not to exceed \$50,000 |
| Driving Under the Influence of Alcohol | FIRST OFFENSE: Maximum fine of \$500; 20 to 40 hours community service related to education about or prevention of misuse of alcohol; 60 or 120 day suspension of driver's license. SECOND OFFENSE: Maximum fine of \$500. 40 to 60 hours community service related to education about or prevention of misuse of alcohol; 120 or 240 day suspension of driver's license. | THIRD OFFENSE: Fine not less than \$500 or more than \$2,000; confinement in jail for term not to exceed 180 days or both the fine and the confinement; 180-day or 1 year suspension of driver's license. An offense under this section is not a lesser included offense under Section 49.04, Penal Code. (DWI). |
| Public Intoxication | | A fine not to exceed \$500 |
| Purchase of alcohol by a minor | Fine of not less than \$25.00 nor more than \$500 | Varies with age and number of offenses |
| Consumption of alcohol by a minor | Fine of not less than \$25.00 nor more than \$500.00 | Varies with number of offenses |
| Possession of alcohol by a minor | FIRST OFFENSE: Maximum fine of \$500; 8 to 12 hours of community service; 30-day suspension of driver's license. SECOND OFFENSE: Maximum fine of \$500; 20 to 40 hours of community service; 60-day suspension of driver's license. | THIRD OFFENSE: Fine not less than \$250 or more than \$2,000; confinement in jail for term not to exceed 180 days or both fine and confinement; 180-day suspension or driver's license. |
| Furnishing alcohol to a minor | Fine not to exceed \$4,000; confinement in jail for term not to exceed 1 year ; or both such fine and confinement. | |