

UNIVERSITY of HOUSTON

A photograph of a large, multi-story university building with a prominent red banner hanging from its facade. The banner features the University of Houston logo. In the foreground, there is a dark, textured wall and some greenery. The overall scene is a campus view.

**Drug-Free Schools and Communities Act
Biennial Review Report 2023**

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PART 1: Review of Alcohol and Drug Prevention Programs

I. Introduction to the University of Houston

The University of Houston (UH) founded in 1927 is the largest public research university in Houston and the third largest university in Texas. Traditionally a commuter school, in addition to a designated Hispanic and Asian American and Native American Pacific Islander-Serving Institution, the university is on course to be one of the top 50 public institutions in the country. As one of the most diverse universities in the country, there is no clear ethnic or racial majority as the student body represents over 137 nations. The academic options at UH are also very expansive. Undergraduates can choose from majors and minors in 16 academic colleges and an interdisciplinary Honors College, while graduate students have access to 108 Master's, 50 Doctoral and 3 professional degree programs and 36 research centers. In addition to the traditional face-to-face programs, UH also offers degree programs through its Distance Education program and noncredit courses through Continuing Education.

The University of Houston is deeply committed to the wellbeing of all campus community members. The Division of Student Affairs (DSA) demonstrates that commitment through cultivating a community of care to promote and enrich the health and well-being of our students to live their authentic selves individually and within the community.

This commitment drives the work of the entire division, especially through the health and well-being programs and services offered to students, staff and faculty from the six departments that make up the Health and Well-Being team. Among those six departments, UH Wellness implements and evaluates many of UH's alcohol prevention and education programs along with sexual violence prevention and education programs. Counseling and Psychological Services (CAPS) and the Student Health Center provide clinical and referral services to UH students, along with intervention and referral services for faculty and staff that may have substance abuse concerns. Cougars in Recovery (CIR) is a collegiate recovery department that provides a supportive, safe and sober environment and educational opportunity alongside recovery support to those in long-term recovery from substance abuse for a smooth transition to college. CIR offers a variety of sober activities events, sober housing, and a multitude of 12-Step and celebration meetings to encourage accountability and connection. The Department of Campus Recreation and the Justin Dart Jr. Student Accessibility Center round out the offices that are within the DSA Health and Wellbeing team.

II. Objectives of the Biennial Report Review

The objectives of the biennial review as identified by the U.S. Department of Education include determining the effectiveness of and implementation of any needed changes to all Alcohol and Drug Prevention Programs at the University of Houston and the Drug and Alcohol Prevention Policy; and ensuring that the disciplinary sanctions for violating standards of conduct 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.

This Biennial Review includes:

- Review of alcohol and other drugs (AOD) programming that occurs on the UH campus, their specific goals, and a measurement of their effectiveness. Consideration given to the consistency of sanction enforcement. Recommendations made for revision to UH's existing substance use disorder programs are also detailed.
- Summary of AOD program effectiveness and areas of improvement.
- Presentation of alcohol and drug-based data (collected through student surveying, conduct violations, police citations, and psychological intakes to assist) in measurement of policy and programming effectiveness and to identify areas of need. Consideration given to the consistency of sanction enforcement.
- Review of UH's Substance Use Disorder Prevention Policy known as Drug and Alcohol Prevention Policy, as well as subsequent programming and intervention methods to assist in the measurement of effectiveness and identifying areas of need. Recommendations been made for improving the policy, as well as any related procedures.
- Discussion of how the program and policy review, along with assessment data, has influenced effectiveness and led to the consistency of enforcement.
- Procedures for distributing annual AOD notifications to students, faculty and staff - along with copies of the 2023 communications. These procedures are undertaken to educate members of the campus community about the Drug and Alcohol Prevention policy, and the sanctions imposed to enforce it.

III. Description of Drug and Alcohol Programs and Services

A. Policy and Regulations

In addition to the student and employee Substance Use Disorder Prevention Policy that can be viewed in the second part of this review, there are other policies that comprise the University's drug and alcohol programs and services, which are described below.

1. Student Discipline: Student Code of Conduct: Dean of Students

The University of Houston Student Code Of Conduct can be found here: <https://www.uh.edu/dos/behavior-conduct/student-code-of-conduct/>. The Code prohibits a variety of behaviors involving alcohol and drugs and asserts that being under the influence of these substances does not diminish or excuse a violation. Students who live in university owned housing are also subject to Student Housing and Residential Life Policies (which are included in the Code of Conduct), and License Agreements. Below are excerpts of note regarding alcohol and drugs from the Code of Conduct:

3.17 Public Intoxication -Presenting a threat to oneself or others due to being under the influence of alcoholic beverages or other drugs.

3.20 Unauthorized Use of Alcoholic Beverages - Possession, distribution, or consumption of alcoholic beverages except during events or in circumstances authorized by University officials and/or failure to comply with state or University regulations regarding the use or sale of alcoholic beverages

3.23 Use, Manufacture, Distribution, Sale, Offer for Sale, or Possession of Controlled Substances or Drug Paraphernalia - The use, manufacture, distribution, sale, offer for sale, or possession of any controlled substances, including but not limited to, barbiturates, hallucinogens, amphetamines, cocaine, opium, heroin, or marijuana. Controlled Substances and Drug Paraphernalia are defined by Texas law

3.27 Violation of Student Housing and Residential Life Policies, Procedures and/or License Agreements - Violation of the terms of a University housing License Agreement or the published policies, rules and/or regulations of the Department of Student Housing and Residential Life including, but not limited to, the following: a. Alcohol – Violation of Student Housing and Residential Life policies regarding the possession, distribution and consumption of alcoholic beverages including: 1. Consuming or transporting open alcoholic beverages in residence hall common areas including, but not limited to, hallways, balconies, lounges, stairways, courtyards, and/or community bathrooms. 2. Possessing alcohol paraphernalia including, but not limited to, empty alcoholic beverage containers, beer bong, and/or kegs. 3. Providing open access to alcohol including, but not limited to, access to bulk or common source alcohol containers, access to more open containers present than the number of legal age persons present, or access to devices or games used in or intended for the rapid consumption of alcoholic beverages. b. Smoking – Smoking in a residence hall or in violation of the UH Tobacco Smoke, and Vape Free Campus Policy: <http://www.uh.edu/af/universitieservices/policies/mapp/07/070202.pdf>. 2.

Alcohol Policy: Distribution of Alcoholic Beverages

The University of Houston allows registered campus organizations and university departments to serve or consume alcohol at certain events. The university has developed regulations around these events that promote responsible decision- making around

alcohol. These regulations can be found here: <https://www.uh.edu/dos/resources/alcohol-policy/>

- Departments or registered campus organizations desiring to serve or consume any type of alcoholic beverage on campus must register their event in advance by means of the [Registration of Alcoholic Beverage Distribution Form](#). Forms may be obtained from the Dean of Students Office and must be completed and filed in the Dean of Students Office at least 15 business days in advance of the event in order to permit time to clarify issues and to distribute copies of the registration to other university officials. Registration forms must be reviewed by the Dean of Students or designate. A signature from the Dean of Students or designate must be received prior to advertising the event. Individuals within the department or organization must identify themselves as responsible for compliance with the University of Houston's policies on the distribution of alcoholic beverages as well as federal, state and local laws. A copy of the signed registration form for alcoholic beverage distribution must be available at the event as proof that registration was made.
- Alcoholic beverages may be distributed in areas approved for programming within designated hours. Space and facilities for the event must be reserved through the appropriate university channels. Alcoholic beverages may be dispensed at campus events between 5:00pm and 12:00am on Monday through Friday and between noon and 12:00am on Saturday and Sunday. For special campus-wide events, the Dean of Students or designate may permit earlier distribution.
- Any event at which alcoholic beverages are to be consumed pursuant to this policy may not have that consumption be the main focus of the event. Any publicity for the event may refer to such beverages only as incidental to the event. Advertising will not portray drinking as a solution to personal or academic problems. Also, it may not promote gimmicks or games (i.e., "one charge for all you can drink," "chugging contests," "drink and drown contests," "beer pong," etc.), which enhance irresponsible drinking.
- **Persons responsible for distributing alcoholic beverages must**
 - Be 21 years of age older.
 - Check a valid driver's license or Texas ID for proof of age and identify legal age drinkers by the use of a hand stamp or a wristband.
 - Post a sign at the point of distribution indicating "No alcoholic beverages may be consumed by anyone under age 21."
 - Have nonalcoholic beverages available and displayed throughout the event as prominently as the alcoholic beverages. If the alcoholic beverages are being distributed free, a nonalcoholic beverage other than water must be available at no charge.
 - Stop serving alcoholic beverages one hour before the event's scheduled conclusion or at 12:00am, whichever is the earlier time.

- Cease serving alcoholic beverages to any person who appears to be under the influence of alcohol or any other intoxicating substance, to the degree that he or she may endanger themselves or another.
 - Take other appropriate steps they may identify to encourage the responsible use of alcoholic beverages at their event.
 - Post a sign announcing their willingness to call a cab for those under the influence of alcohol or any other intoxicating substance.
 - Provide food items in sufficient amounts for the number of persons attending the function.
- **Students shall not:**
 - Use false identification cards in order to receive alcoholic beverages;
 - Provide alcoholic beverages to a minor;
 - Consume alcoholic beverages on campus except in approved food establishments, at events where such beverages are being distributed legally and in approved areas in the residence halls;
 - Bring alcoholic beverages into or out of an event where such beverages are being distributed legally.

Students will be held responsible for their guests' compliance with university regulations.

The Executive Director of Student Housing & Residential Life and the Director of the Student Centers may impose additional regulations in the residence halls and in the Student Center and Student Center Satellite respectively.

For additional information, including a summary of state law, resources for assistance, and educational guidelines or programming, contact the Center for Student Involvement, the Student Centers Conference & Reservation Services Office, Counseling and Psychological Services (CAPS), UH Wellness, or the Dean of Students Office.

3. Center for Student Involvement: Risk Management & Training

Per State of Texas House Bill 2639/Senate Bill 1138, enacted by the 80th Texas Legislature, all registered student organizations at the University of Houston attend an annual Risk Management Education program. The Center for Student Involvement has created an online risk management program to satisfy this requirement. The program provides students with information about alcohol and drug use and prevention, sexual harassment and sexual assault prevention and response, fire and firearm safety, food safety, and services for students with disabilities. Completion of this training is required by two of the top three officers for all new and returning student organizations, and is available via Blackboard.

4. Tobacco-Free Policy

The University of Houston was designated as a tobacco-free campus June 1, 2013 and became fully tobacco-free campus August 17, 2015. This policy applies to all students, faculty, staff and visitors, and applies to a variety of tobacco and tobacco-like products, like e-cigarettes and vaping. The current policy was last updated May 4, 2022 and is under current review and revision: https://uh.edu/policies/_docs/mapp/07/070202.pdf

5. University of Houston Staff Conduct: Personal Conduct

Employees are subjected to Human Resources policies around personal conduct as outlined in the University of Houston Online MAPPs, which can be located here: [MAPP Policies - 02 Human Resources - University of Houston \(uh.edu\)](#)

Specifically, regarding alcoholic beverages and drugs, the Resource Guide states:

Possession of illegal and/or unauthorized drugs on the university campus or while on university business; the abuse of drugs and/or alcohol while on university business; or reporting for duty under the influence of alcohol or illegal or unauthorized drugs. The same applies to any habit-forming or disabling substance not prescribed for the employee by a physician.

Regarding enforcement, MAPP 02.04.03 discipline procedures for this and other matters regarding personal conduct:

The University of Houston is committed to fair, efficient, and equitable solutions to problems arising out of the employment relationship and to adherence to the requirements of state and federal laws. Clear guidelines providing for both informal and formal disciplinary measures have been developed and are available in this directive to ensure that fair and equitable treatment is provided; that requirements of the laws are met; and that the rights of both management and the employee are honored during the discipline and dismissal process. When possible and practical, disciplinary action will be progressive. Progressive discipline is a system involving increasingly severe penalties each time an employee is disciplined for the same violation, a similar offense, or a very serious offense. The purpose of progressive discipline is to ensure that the employee is fully aware of any performance deficiencies that exist, and to provide the employee with a reasonable opportunity to improve such deficiencies. An employee who receives formal disciplinary action may appeal the action through the executive director of human resources in accordance with the Employee Grievance Policy (MAPP 02.04.01).

B. Prevention and Education Programs and their Goals

1. UH Wellness (<http://www.uh.edu/wellness/>)

Minors in Possession (MIP)

Minors in Possession (MIP) is a standardized alcohol education curriculum from the state of Texas that covers social values, advertising, alcohol and young people, accidents, laws, drinking patterns, and decision-making. The six-hour course is offered twice a semester and in the summer to both University of Houston students who are sanctioned for a conduct violation and local community members who may be sanctioned by the state.

The UH Wellness Assistant Director is trained and certified by the Texas Department of State Health Services to administer the course. The main goals of MIP are to help individuals who have been sanctioned, whether by UH or the state of Texas, to learn why their involvement with underage drinking is problematic and a risk. Additionally, through the educational pieces presented, another goal of MIP seeks to prevent such behavior from recurring.

Should UH Wellness staff feel that a student may be in need of additional resources or interventions; they may refer students to Counseling and Psychological Services or Cougars in Recovery.

BASICS (Brief Alcohol Screening and Intervention for College Students)

BASICS is a nationally recognized and evidence-based program to reduce harmful alcohol use. The program addresses problem drinking, excessive drinking, and binge drinking by utilizing motivational interviewing techniques and enhancing motivation to change. The BASICS program is open to all students, but primarily used as an educational sanction in the conduct process.

BASICS is a partnership between UH Wellness, the Department of Psychology, and the Dean of Students office. As part of BASICS, participants explore their own alcohol use in a non-judgmental environment, learn how to reduce risky behavior and avoid harmful consequences, identify changes that could help reduce their risk, and learn important information and skills to assist with risk reduction. Students are required to complete an online assessment at the office of UH Wellness, followed by an individualized feedback session and discussion with a faculty or staff facilitator. To help students complete their sanction during the pandemic, UH Wellness delivered the program through TeleBASICS.

CASICS (Cannabis Screening and Intervention for College Students)

CASICS is an evidence-based program to reduce smoking among college students. The nationally recognized CASICS program is open to all students but primarily used at University of Houston as an educational sanction in the conduct process. The core components are similar to BASICS but focus on marijuana use. Students sanctioned to the program will explore their own marijuana use in a non-judgmental way by completing an online survey called e-CHECKUP TO GO Marijuana, which is an anonymous, marijuana-specific brief feedback tool designed to help them look at their use.

Students learn how to reduce risky behavior and avoid harmful consequences, identify changes that could help reduce their risk, and learn important information and skills to assist with risk reduction. These conversations are private with a faculty or staff facilitator, and not shared outside of discussion.

The program is implemented the same way as BASICS that includes an initial survey, one on one with a facilitator and a 1-month follow-up discussing goals developed during the initial one on one session. To help students complete their sanction during the pandemic, UH Wellness delivered the program through TeleCASICS.

Mental Health First Aid (MHFA)

MHFA is an internationally recognized, evidence-based training through the National Council on Behavioral Health that highlights the signs and symptoms of various mental illnesses. Through this 8-hour training, participants learn how to recognize concerning behavior, how to safely approach someone, and connect them to appropriate professional support. Included in this curriculum is a section on substance use learning how the usage may affect a person. Since re-establishing the training, almost 561 UH students, faculty, and staff have undergone this training with an emphasis to continue multiple trainings per semester.

Bystander Intervention

UH active bystander intervention program called Step UP! is an evidence-based program that teaches students to intervene in instances of potential harm effectively and safely. The goal is to raise awareness in helping behaviors, increase motivation to help peers in need, learn strategies and develop skills to boost confidence when responding to problems or concerns. Four modules (sexual assault prevention, mental health, general, and substance use) were created to educate students in various situations to build a culture of care for safety and well-being of self and others.

Cougar Peer Educators (CPE)

The Cougar Peer Educators are a registered student organization that is directly advised by staff in UH Wellness. The major goals of CPE are to increase leadership skills between individual group members, provide opportunities for professional development through programming design and implementation, and to remain in tune with student health and well-being needs.

Members of CPE must take part in the 12-hour NASPA Certified Peer Educator Training. This nationally known training addresses alcohol and drug issues (among other topics), covers how to refer a student in need, teaches students to host programs and events, and builds overall leadership skills. For additional information on the training, visit the following website: <https://www.naspa.org/project/certified-peer-educator-cpe-training>. As certified members, CPEs assist UH Wellness by tabling at events, hosting events, and helping around the office.

Workshops/Trainings

Various workshops and trainings are offered across campus. Professional staff within UH Wellness are often asked to present workshops and trainings by request. Many revolve around the topic of alcohol or drugs, bystander intervention, and sexual violence prevention. Though the topic will vary, these endeavors seek to meet the individual needs of the individual or group requesting them, as well as furthering the knowledge of UH Wellness across campus.

Educational Literature

UH Wellness offers a vast array of educational literature pertaining to alcohol and drug safety and risk reduction strategies. These hard copy materials are available for free to students at UH Wellness, as well as available through our many outreach and tabling events. While these are more of a passive way to educate our students, the major goal is to provide brief, impactful education to students on the go. It is our hope that these materials inspire students to reach out and speak with a professional staff member.

Substance Use Disorder Prevention Advisory Committee

The Director of UH Wellness chairs the Substance Use Disorder Prevention Advisory Committee. This is a standing committee that reports to the Vice Chancellor and Vice President for Student Affairs and Enrollment Services, and consists of a wide array of staff, faculty, and students on-campus. Current members include representatives from the Dean of Students Office, General Counsel, Student Housing and Residential Life, Cougars in Recovery, the Student Health Center, Human Resources and several other offices. Student representatives from both the Student Government Association and Cougar Peer Educators are also included. This advisory board goal is to meet at least once a semester to review current programs and services on-campus, offer recommendations, and to ensure that communication is occurring between the above offices.

Normative Environment ("*Choose Well, Do Well, Be Well*")

Our marketing campaign *Choose Well, Do Well, Be Well* goal has been to educate students that the choices they make on a daily basis (from alcohol and drug use, to sleep, to time management) have a direct impact on their academic and social success and overall health. The office has updated major signage to include this new message, as well as following past campaign materials like t-shirts, social media and an outreach tent. All of this is done an effort to promote both abstaining and harm reducing self-protective behaviors.

2. Cougars in Recovery

Cougars in Recovery provides a myriad of programs and services to help students succeed at the university. CIR is an abstinence based collegiate recovery community (students only). There are three main components to the program which include Community Check-In (peer-to-peer process groups), community member 24-hour drop-in center (the lounge), and CIR Recovery Townhouse Living Learning Community. Additionally, CIR provides social substance-free activities through recovery tailgating, an outdoor adventure learning experience each semester, monthly community gatherings, and twenty-four hour access to the CIR group me. CIR is located in Moody Towers room 103 and can be reached at (713) 743-1026 if you are in need of assistance. More information can also be found at: <http://www.uh.edu/cir/>.

3. Dean of Students (<https://www.uh.edu/dos/>)

Healthy Tailgating

Prior to the kickoff of home football games, students are able to tailgate near the TDECU football stadium. Students must follow university rules around tailgating including: making reservations ahead of time, closing down 45 minutes before kickoff, and following all UH policies as well as local and state laws around alcohol consumption. The Dean of Students office coordinates faculty and staff volunteers to serve as tailgate monitors during this time to ensure that all policies are adhered to. Should the need arise for someone to intervene or there is a concern for safety, tailgate monitors have the authority to step in and respond appropriately. The goal of the tailgate monitoring program is to ensure a healthy, safe, and fun atmosphere for those who are participating in pre-game festivities.

4. Student Housing & Residential Life (<https://www.uh.edu/housing/>)

Resident Advisors Training

As part of their required training, all Resident Advisors (RAs) attend workshops where an overview is given of the alcohol and drug policy, as well as proper protocol for documentation is discussed. Within their roles, Resident Advisors are expected to document situations that potentially involved alcohol and/or other drugs, and are required to notify the University of Houston Police Department and the Residence Life Coordinator on-call should the circumstance warrant it. This training seeks to educate RAs about the substance use disorder prevention policy, and to increase the confidence of the Resident Advisors who may have to confront and document behavior.

Residential Life Coordinator Training

Similar to Resident Advisors, Residential Life Coordinators (RLCs) are trained around proper response and documentation protocols involving alcohol and/or other drugs. In addition, all Residential Life Coordinators engage in a Conduct Officer Training in conjunction with the Dean of Students Office prior to the start of each fall semester. This training gives an overview of the substance use disorder prevention policy and prepares these staff members to be hearing officers in conduct cases that occur in their residential buildings. Similar to the RA training, this training seeks to educate RLCs about our drug and alcohol policy, and to increase the confidence of the RLCs who may have to play a more active role in the confrontation of such behaviors.

Educational Programming

As a part of their duties, Resident Advisors and Residential Life Coordinators design and implement social and educational programming within their buildings. Often times, this programming has focused on education around alcohol and other drugs, risk reduction strategies, bystander intervention and other pertaining topics. UH Wellness has frequently worked with these staff members to design and even facilitate such programs. This education also occurs through passive programming in the form of themed bulletin boards in residences halls, which may highlight safety tips and campus resources. Whether it is active or passive in nature, the goal is to provide direct education on a topic so that students are better equipped to make healthy decisions.

5. Center for Student Involvement (<https://uh.edu/csi/>)

Risk Management Training

The Center for Student Involvement requires all new and returning student organizations to go through an annual registration process in order to become official university recognized organizations. The goal of this training is to ensure that all student organizations are making safe, healthy, and proactive decisions when planning events and activities. Within this registration process, there is a step that involves risk management. Two of the three primary officers are required to complete this step.

Student organization leaders are required to watch an online training about risks including alcohol and drug use and prevention, sexual harassment and sexual assault prevention and response, fire and firearm safety, food safety, and services for students with disabilities. In

one of the sections, students will learn about why high-risk substance abuse is an issue, how not to be a bystander and how to intervene in dangerous situations, the signs and symptoms of alcohol poisoning, and how to seek emergency or routine campus resources, if needed. They also will learn how to create a risk management plan. Building off what is learned in the prior section, students learn how to identify, define and communicate potential physical, reputational, emotional, financial and other risks. After completion of the online training, student leaders are required to receive 100% on the quiz for credit.

6. Student Health Center and Campus Pharmacy (<https://www.uh.edu/healthcenter/>)

Campus community members who may have questions about alcohol and drug use can consult with one of the many staff members at the center. The Student Health Center and Campus Pharmacy is staffed with board certified physicians who are assisted by nurse practitioners, registered nurses, and certified medical assistants. In addition, UH Health Center is home to its own Psychiatry Clinic. Psychiatrists see individuals for evaluation, medication and referrals for drug and alcohol abuse as well as other mental health concerns.

7. Counseling and Psychological Services (<https://uh.edu/caps/>)

Clinical Services

CAPS is accredited by the International Association of Counseling Services (IACS) and the American Psychological Association (APA). CAPS offers a variety of services intended to help students improve their mental health. These include Essential Skills Workshops for anxiety and depression, Single Session Therapy, short-term counseling for individuals and couples, and group counseling. Substance use disorders can be assessed and treated on a short-term basis. Substance use disorder that requires longer term treatment will be referred out for on-going therapy. The department can provide an initial triage appointment to any student. If a student is interested in services, they can simply call CAPS or visit our office between 10 am and 4 pm, Monday-Friday. Students should expect about 15 to 20 minutes to complete paperwork, followed by a brief visit with a CAPS clinician. This initial contact is an opportunity for the student and a CAPS clinician to determine what kinds of services will best meet the student's needs. This may include CAPS services or referrals to other campus and community agencies.

Crisis Intervention

If someone is experiencing a crisis situation and needs to speak with someone immediately, they can contact CAPS at (713.743.5454), 24 hours a day/7 days a week. When the CAPS office is closed students who call the CAPS phone number will be given a choice to speak with an after-hours counselor.

Outreach

CAPS offers a variety of psychoeducational outreaches to the campus community, and special presentations that can be requested online.

Let's Talk

This outreach program provides easy access to informal confidential consultations with therapist from Counseling and Psychological Services (CAPS) both at different locations on campus and virtually.

8. University of Houston Athletics (<https://uh.edu/athletics/>)

Collaboration with various student affairs departments.

UH Wellness provides annual trainings on several topics, including alcohol and drugs, mental health, and sexual violence prevention. CAPS conducts Let's Talk sessions and Cougars in Recovery have office hours for student athletes in the success center.

9. Center for Fraternity and Sorority Life (<https://uh.edu/cfsl/>)

Dry Recruitment Policy

All official recruitment procedures are sanctioned to be dry events. Alcohol is not permitted during any intake or recruitment procedures by any Greek organization as they look for new members. This policy meets the goal of creating a safe and open atmosphere during recruitment and allows students who are seeking to join an organization to interact with current members in such an environment.

Fraternal Excellence Program

The goal of this program is to integrate core principles of fraternity/sorority membership into campus-based awards and assessment - which includes considerations around risk management and proactive risk reduction strategies involving alcohol. Each Greek chapter undergoes an evaluation process that includes narrative responses and character interviews with a faculty and staff member outside of the Office of Fraternity and Sorority Life.

Each chapter self-evaluates on five core values - one of them being brotherhood/sisterhood. Within this value, chapters are encouraged to reflect on their risk management policies around substance use and promotion of safety, health and well-being to their members. Conversations in this area tend to center on what proactive actions are being taken or could be taken to ensure safety when alcohol is present at events.

Organization Registration

In order to fully complete the RSO registration/re-registration process through the Center for Student Involvement, two of the 'Top 3' officers will need to watch the 'Fraternity/Sorority Leadership 101' video and complete the quiz if the organization did not attend in person. This session will serve to orient new chapter executive officers to CFSL-specific processes, procedures, deadlines, and expectations. The goal of the risk management training is to ensure that all student organizations are making safe, healthy, and proactive decisions when planning events and activities. The training cover information about alcohol and drug use and prevention, sexual harassment and sexual assault prevention and response, fire and firearm safety, food safety, and services for students with disabilities. This is the ideal starting place for organizations to gain the most information on how to complete the registration process.

For those Greek organizations housed in university-owned housing that want to host events where alcohol is present, they must register and follow the alcohol distribution policies mentioned previously in the Dean of Students section. In addition to this, all fraternities and sororities must abide by national, regional, and local law and policies around substance use and distribution.

Policy & Programming

All chapters and social event management for chapters who host social events in university housing are required to complete programming on Sexual Responsibility. Additionally, Social Event policies have been reviewed and updated to include increased security for events in which alcohol is present and a decrease in the amount of social events permitted per week.

10. University of Houston Police Department (<https://uh.edu/police/>)

Collaborative Programming

UHPD collaborates with local and state Organizations as well as the university departments that provide substance use disorder programming to help in education and curtail the abusive or illegal use of alcohol, drugs and other substances. They guide and help the university to comply with federal, state, and local laws regarding the distribution, possession, and consumption of alcoholic beverages. The department every year produces their Annual Security and Fire Report that includes a section on drug and alcohol policies and substance use disorders programs.

11. Human Resources (<https://uh.edu/human-resources/>)

New Employee Celebration

All new employees to the University of Houston are required to attend New Staff Celebration, which is coordinated by Human Resources. This all-day orientation covers many policies, including the Substance Use Disorder Prevention policy. Personal conduct, including complying with all federal, state and local laws regarding the distribution, possession, and consumption of alcoholic beverages, is discussed. This orientation seeks to assist the on-boarding process for new employees and at the same time make them aware of expectations around conduct.

Well-Being Ambassadors (Activators-Staff)

The ambassadors are a best practice in employee health and well-being. Several universities have begun to infuse this into staff and faculty health and well-being. Different from peer educators, these staff and faculty (Activators) are innovators of health and well-being within the UH community. They serve as role models and a resource network, inspiring others to live their best lives as an individual and in the community. They are also a two-way conduit of information between their colleagues needs and the services, resources, initiatives, and education provided by the Human Resource Power UP initiative.

12. CoogsCARE website (<https://dsaes/coogscare/>)

Supporting Mental Health and Wellness takes the entire campus. At the University of Houston, we care about the campus community. In addition to practicing self-care, we believe in the strength of a community that cares for our fellow Coogs. We have a number of resources to support your mental health and overall wellness that can be found on this website.

13. Center for Student Empowerment (<https://uh.edu/cse/>)

Summer Bridge Program

The summer bridge program helps new Coogs successfully transition from high school to college. Students attend sessions on various topics from time management, finances to navigating college scenarios especially substance use. Students connect with campus resources equipping them with the knowledge and tools for academic success and enabling them to better cope with the unique challenges faced by first-generation college students.

14. Summary of Alcohol and Other Drug Program Effectiveness and Areas for Improvement

Effectiveness

- Collaboration and communication across departments remained a major strength in developing a comprehensive substance use prevention campus initiative.
- Revised sanctioned protocols for a more succinct process for students to complete their sanction.
- Combined the Substance Use Disorder Advisory Committee and JED Substance subcommittee to develop recommendations for the VP of student affairs and work on specific areas highlighted through the JED self-assessment.
- BASICS and CASICS were provided both in-person and via online so that students can complete their sanctioning. Additional staff trained to implement both programs for students to be able to complete their sanction.
- Cougars in Recovery, our collegiate recovery program at University of Houston, has been a major success since its launch in fall 2013. At present, the community is rebuilding to increase their active members. They have secured sober housing providing a supportive environment for students to continue their recovery and education goals.
- Partnership with Prospective and New Student Programs have cemented the presence of health and well-being resources in orientation programs in person and online. Alcohol and drug information has continued to be highlighted and expanded upon based on the committee's recommendation. This past summer due to the pandemic, a virtual presentation was created for new and transfer students.
- The Student Code of Conduct is administered the same for both residential students

and non-residential students. Hearing officers within the Dean of Students Office (Dean, Associate Dean, and two Assistant Deans) and staff in Housing and Residential Life (Residence Life Coordinators) work alongside each other to ensure consistency in communication and sanctioning. Each hearing officer receive yearly training about how to handle case management and sanctioning.

Areas of Improvement

- Develop real time Mental Health Response protocol that includes substance use.
- Expand preventative resources that can help reduce sexual assaults
- Implement a train-the-trainer model to increase trainings in mental health response and awareness of mental distress in the UH community.
- Revamp Intent & Motivation Group Exercise Program to include bystander intervention and updated data for social norming
- Connecting research and campus departments to create programs that address results from the research.
- Improve access to preventative programming through innovative approaches that is inclusive of all students year round.
- Search and apply for grants to expand the opportunities available for the UH community

C. Research

Social Influences and Health Behaviors Lab

- The primary purpose of our lab is to conduct and disseminate innovative social psychological research that has the potential to make practical and meaningful contributions to individuals and society as a whole. A central theme is the focus on social psychological principles related to etiology, prevention, and treatment of addictive and health related behaviors. Specific outcomes and processes of interest include:
 - Brief interventions for heavy drinking, other substance use, and problem gambling, and intimate partner violence.
 - Protective effects of religion and spirituality and incorporation in brief interventions
 - Egocentric and sociocentric social networks and implications for interventions
 - Effects of alcohol on relationships
 - Effects of global and social anxiety and anxiety sensitivity
 - Expectancies, motives, protective behaviors, family history, culture, shame and guilt
 - Novel statistical methodologies

D. Intervention, Treatment and Recovery

1. Cougars in Recovery (<https://www.uh.edu/cir/>)

The department provides a myriad of programs and services to help students succeed at the university. CIR is an abstinence based collegiate recovery community. There are three main components to the program which include Community Check-In (peer-to-peer process groups), community member 24 hour drop-in center (the lounge), and CIR Recovery Townhouse Living Learning Community. Additionally, CIR provides social substance-free activities through recovery tailgating, an outdoor adventure learning experience held each semester, monthly community gatherings, and twenty-four-hour access to the CIR GroupMe.

2. University of Houston Police Department

UHPD practices and procedures in responding to students who violate student code of conduct involving alcohol are taken to the Harris county sobriety center. Especially beneficial for students who are frequent flyers, the sobering center has a unique blend of peer coaching, emergency medical technicians and behavioral health professionals to assist the needs of students. They are open 24/7 and has kept a bad night from becoming a worse night for thousands of Houstonians (especially students) and visitors from out of town who never receive an arrest record and avoid a night in jail. Ultimately, individuals who pose a safety issue or have a serious medical condition are triaged to an appropriate service to meet their needs.

3. CAPS Crisis Services and Same Day Appointments

Counseling and Psychological Services provides same day appointments for students who may be in crisis due to substance abuse issues. If someone is experiencing a crisis situation and needs to speak with someone immediately, they can call in and walk in during business hours or contact CAPS at 713.743.5454 after business hours. After business hours, students will be given a choice to speak with an after-hours counselor contracted by Protocol.

IV. Methods of Data Compilation

A. Conduct Violations

Data regarding conduct violations were collected in conjunction with the Dean of Students Office. The University of Houston uses an online-based conduct management system called Maxient, maintained by the Dean of Students. Through Maxient, judicial officers run queries based on type of violation, location, date and time, etc. In addition, University of Houston Police Department officers regularly patrol and respond to concerns on-campus. Should there be a campus incident or potential violation, these officers have the ability to submit incident reports that are then forwarded on to the Dean of Students.

Staff in the Dean of Students Office and Student Housing and Residential Life work extremely closely to monitor and respond to conduct issues. Both offices have access to and work within Maxient, may consult on cases, and attend trainings to ensure communication and consistency through the entire conduct process. While Maxient is not able to distinguish between students that are residential students and those that are commuter, it is assumed that the majority of violations that occur on-campus in residence halls are those

of residential students. Finally, it is important to note that for students that do not complete their sanctioning by the appropriate time, a hold is placed on their account that prevents them from registering for classes or graduating.

B. National College Health Assessment Survey (NCHA)

The NCHA is a national benchmarking survey coordinated by the American College Health Association (ACHA) that measures the attitudes, use, and beliefs of college students around a variety of health and well-being topics. Responses came from a random sample of students chosen to take the survey. Within the 80+ item survey is a section dedicated to Alcohol, Tobacco and Other Drug Use. The National College Health Assessment (NCHA) is held every odd year (2015, 2017, etc.) and was conducted last at the University of Houston in spring 2020. To stay synced to our internal surveying timeline and to be able to utilize the third edition when it is released in Spring 2020, the NCHA was skipped in Spring 2019.

C. JED Healthy Minds Survey

A survey-based study assessing mental health, health service utilization, and related factors among college and university student populations. It helps to understand student's help-seeking behavior, stigma to mental health, knowledge and other potential barriers they may face to use mental health services.

V. Data

A. Healthy Minds Survey for JED was disseminated last year in lieu of the National College Health Assessment (NCHA). The survey has a substance misuse and mental health section. Students reported that most intoxication takes place in freshman housing. Substances of all kinds are relatively available on campus especially during tailgates. Some of the students understand that sexual assaults on campus are exacerbated by the use of alcohol. The Healthy Minds Survey was disseminated spring 2023. Of those students completing the survey

- 80% reported drinking 4/5 drinks or less <4 times over the past two weeks,
- Over half agreed to strongly agreed to needing help for emotional or mental health problems or challenges such as feeling sad, blue, anxious or nervous and
- Most have not used any other drugs besides alcohol in the last 30 days

B. UH Wellness conducts sessions each semester for students sanctioned by the Dean of Students and Student Housing and Residential Life. The following are the totaled number of students assigned to BASICS (Brief Alcohol Screening and Intervention for College Students), CASICS (Cannabis Screening and Intervention for College Students) and AEPM (Alcohol Education Program for Minors) also known as Minors in Possession (MIP).

- BASICS (includes TeleBASICS) 42
- CASICS- (includes TeleCASICS) 25
- AEPM/MIP - 11 classes (two per semester and one in the summer) **54 students**

C. CAPS Crisis Services and Same Day Appointments

Counseling and Psychological Services provides same day appointments for students who may be in crisis due to substance abuse issues. If someone is experiencing a crisis situation and needs to speak with someone immediately, they can call or walk in during business hours or contact CAPS at 713.743.5454 after business hours. After business hours, students will be given a choice to speak with an after-hours counselor contracted by Protocol.

Questions from Center for Collegiate Mental Health Standard Standardized Data Set (FY22)

	Felt the need to reduce your alcohol or drug use	Others have expressed concern about your alcohol and drug use.	Received treatment for alcohol or drug use
<i>Never</i>	74.6%	85.6%	98.4%
<i>Last 2 Weeks</i>	7.3%	2.7%	0.2%
<i>Last Month</i>	5.2%	2.5%	0.1%
<i>Last Year</i>	6.9%	4.7%	0.4%
<i>Over 1 Year</i>	6.0%	4.6%	1.0%

D. UHPD Violation Statistics

The University of Houston Police Department, under the supervision of the University of Houston System Clery Act Coordinator, collects, classifies, and counts crime reports, crime statistics, and disciplinary referrals for crimes as specified in the Clery Act, that occur (1) on campus; (2) in campus residential housing facilities; (3) within public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus; and/or (4) on certain non-campus property. Below are statistics obtained from the report on violations regarding substances.

Offense Type	Year	On Campus	Residential Facilities	Non-Campus Building	Public Property	Total
Drug Violations (Arrests)	2021	8	4	0	2	10
Drug Violations (Referrals)	2021	14	14	0	0	14

E. Dean of Students Judicial Summary

The tables below represent Code of Conduct charges for the past two academic years. These numbers were provided by the Dean of Students Office and were pulled from their conduct system, Maxient. It is also important to note that these are only violations that were reported into the conduct system. Not every incident that is reported by UHPD is sent through the conduct system, and vice versa. The first table represents charges occurring on campus residential properties, while the second table represents charges occurring outside of residential facilities - whether it be in academic buildings, sports facilities, or student service buildings. Each table shows data in the four types of common charges. Even with the increase in public intoxication in the last few years due to students being back on campus, the department has a low recidivism rate.

Code of Conduct Violations Occurring in Residence Halls			
Code Violation	FY21	FY22	FY23
3.24/3.17 Public Intoxication	4	16	31
3.27/3.20 Unauthorized Use of Alcoholic Beverages	14	19	15
3.30/3.23 Use, Manufacture, Distribution, Sale, Offer for sale, or Possession of Controlled Substances or Drug Paraphernalia	20	6	20
3.34a/3.27a Violation of SHRL Policies, Procedures and/or License Agreements (alcohol)	14	21	7
Code of Conduct Violations On-Campus (Outside of Residence Halls)			
3.24/3.17 Public Intoxication	3	10	11
3.27/3.20 Unauthorized Use of Alcoholic Beverages	5	11	13
3.30/3.23 Use, Manufacture, Distribution, Sale, Offer for sale, or Possession of Controlled Substances or Drug Paraphernalia	0	0	2

F. Student Housing & Residential Life Judicial Summary

The table below reflects the frequency of sanctions given to residential students on-campus, regardless of their initial violation. This is helpful in understanding which types of sanctions appear more often - in this case, reflection papers and verbal warnings rank highest.

On-campus students found in violation could be given more than one sanction or no sanctions at all. For specific alcohol and drug violations, hearing officers utilize the Student Conduct Reference Grid reference in a previous section. These sanctions are

explained in more detail in the Code of Conduct, which can be located here:
http://www.uh.edu/dos/pdf/student_code_of_conduct.pdf

On-Campus Sanctioning – All Violations				
<u>Sanction</u>	<u>FY22</u>	<u>FY22</u> <u>SHRL</u> <u>ONLY</u>	<u>FY23</u>	<u>FY23</u> <u>SHRL</u> <u>ONLY</u>
Reflection Paper	18	13	28	14
Verbal Warning	0	0	0	0
Warning	83	50	43	37
Marijuana 101 Workshop	0	0	0	0
Reprimand	1	0	10	0
Minors in Possession Class	22	14	22	6
Disciplinary Probation	48	14	65	10
CASICS	0	0	10	5
Community Service Hours	7	0	9	1
Core Values Decision Making	20	15	22	5
BASICS	19	10	17	3
Administrative Directive	0	0	0	0
Alcohol Rehabilitation Program	0	0	0	0
Banned from housing	1	1	2	0
Other Sanctions	1	0	11	0
Total	220	117	239	81

VI. Recommendations for Prevention Programs and Policies

Our recommendations for next year are shaped by the intention to become a health promoting university using a healthy campus approach. While these recommendations contemplate having students on campus, given the uncertainty of the future due to the evolving status of COVID, we are prepared to pivot. Our experiences in 2021-2022 and 2022-2023 demonstrated that a majority of the programs and services listed in previous sections can continue and, specifically, each of these can continue whether the students are on campus, hybrid, or remote.

- Submit the updated Substance Use Disorder Prevention Policy for consideration as a (MAPP) within the UH Manual of Administrative Policies and Procedures.
- Establish a student-driven Substance Use Task Force to collaborate with the current Substance Use Disorder Prevention Advisory Committee
- Research, develop and propose to adopt a student amnesty policy for alcohol and drug similar in alignment with other Texas universities.

VII. Procedures for On-Going Biennial Reviews

The Director of UH Wellness coordinates the Biennial Reviews with assistance from the Biennial Review committee comprised of various departments and personnel on campus. The names of the committee members are listed later in this report. The review process occurs every two years, with the next Biennial Review and Report being conducted in fall 2025.

Each review period, the following occurs:

- The Biennial Review committee chair (currently Director of UH Wellness) will initiate the review by notifying all previous committee members in early summer. The committee list will be updated accordingly to account for any past committee members that may have transitioned out of the university and add their replacements or others identified to be on the committee.
- The committee chair will schedule a face-to-face or virtual meeting of the Biennial Review committee. The previous Biennial Review along with the current iteration of the Substance Use Disorder Prevention Policy, will be sent out electronically. Committee members are to review both documents and make notes for the meeting.
- As part of the on-going review of program and policy effectiveness, the committee chair will gather and review assessment data from programs, annual campus-wide surveys, judicial and sanction data, police department violations, counseling intake data, and annual end of the year departmental assessment reports. This process will be on-going in between Biennial Reviews.
- Prior to the meeting, the committee chair will assemble an inventory of all current alcohol and drug prevention programs that are being done on-campus for students, faculty, and staff. In addition, assessment data (as mentioned in Step 3) will be compiled for review by the committee. This yearly data will assist in measuring the effectiveness of the programs done on-campus from year to year. Additionally, annual recommendations from the Substance Abuse Prevention Advisory Board (chaired by the Director of UH Wellness) will be included. The committee chair will also continuously track recommendations from previous Biennial Reviews to ensure they are being addressed.
- At the committee meeting, the chair will give an overview of the entire process and its objectives and present the major findings from the research done above.
- Review Committee and Substance Abuse Prevention Advisory Board, the committee will then be tasked with providing new recommendations to the Alcohol and Drug Prevention policy and drug and alcohol prevention programs on-campus. These recommendations will be discussed and noted. Any additional recommendations provided by the committee or received electronically will also be included.
- The committee chair will then draft the new Biennial Review as well as make changes to the Alcohol and Drug Prevention policy based on recommendations from the committee. These documents will be sent to all committee members.

- Through a series of face-to-face or virtual committee meetings, members must approve of the final documents. Any concerns must be communicated at this time. Should changes need to occur, the Biennial Review and/or Alcohol and Drug Prevention Policy will be corrected and approval given electronically.
- After final approval by the committee, the Biennial Review Report and Substance Use Disorder Prevention Policy formerly the Alcohol and Drug Prevention Policy will be forwarded to the Vice President and Vice Chancellor for Student Affairs and Enrollment Services. Additionally, the Dean of Students and Human Resources will be made aware of any changes to the policy so their regular notifications to students and employees can be updated accordingly.

PART TWO- Review of the Substance Use Disorder Prevention Policy

I. Members of the 2023 Biennial Policy Review Committee

- Dr. Daniel Maxwell, Interim Vice Chancellor/Vice President, DSA
- Chris Dawe, Assistant Vice President for Health and Well-Being, DSA
- Reuben Parrish, Director of UH Wellness, DSAES
- Gaston Reinoso, Associate Vice Chancellor/Vice President for Human Resources
- Dona Cornell, Vice Chancellor/Vice President, Legal Affairs and General Counsel
- Jennifer Bloom, Senior Assistant General Counsel, Legal Affairs and General Counsel
- Don Yackley, Assistant Vice President of Student Housing & Residential Life, DSAES
- Dr. Norma Ngo, Director of Counseling and Psychological Services, DSAES
- Donell Young, Associate Vice President for Student Affairs and Dean of Students, DSAES
- Ceaser Moore, Chief of Police, UH Department of Public Safety

II. Policy Review Recommendations

The 2023 Biennial Review committee and Substance Abuse Advisory committee agreed on several recommendations to update the Substance Use Disorder Prevention Policy. The updated policy in review is at the end of section III.

III. Status of Previous Recommendations for Program Changes and Policy Revisions

As requested, the University of Houston is pleased to provide updates regarding recommendations made in our previous 2021-2022 Biennial Review Reports for program changes and policy revisions. Each of our recommendations from 2021-2022 are outlined below, with an update regarding their status.

- Recommendation: Submit the updated Substance Use Disorder Prevention Policy for consideration as a (MAPP) within the UH Manual of Administrative Policies and Procedures.
 - Update: The policy was updated and submitted for the approval process through the compliance office.
- Recommendation: Launch “Step Up” bystander intervention program to the UH campus community in collaboration with PowerUp Employee Wellness and through the new well-being ambassador networks - Well-Being Influencers for students and Well-Being Activator for employees.
 - Update: Step UP was launched the next year. In the second year, three modules were created to address not only sexual assault prevention but also, mental health, general helping and substance use. A few of the influencers and activators were trained but was not sustainable.
- Recommendation: Implement Life Enhancing Skills workshop series that incorporates “smart drinking” messaging into specific workshops relating to physical and emotional well-being.
 - Update: Wellness developed the ICYMI (In Case You Missed it- Series) to help students learn important skills to improve their overall health and wellness
- Recommendation: Establish a student driven Substance Use Task Force to collaborate

with the current Substance Use Disorder Prevention Advisory Committee.

- ◊ Update: This was postponed due to the change over in Student Government.
- Recommendation: Research, develop and propose to adopt a student amnesty policy for alcohol and drug similar in alignment with other Texas universities.
 - ◊ Update: A draft student amnesty policy was added to the Substance Use Disorder Prevention Policy MAPP draft submitted for the approval process.

IV. Substance Use Disorder Prevention Policy (UNDER REVIEW FOR NEW MAPP)

PURPOSE AND SCOPE

- A. The University of Houston (the “University”) is committed to the health and well-being of its students and employees through the development and maintenance of a substance use disorder prevention program that is in compliance with the Drug Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. This policy applies to all University students, faculty and staff employees, affiliates, contractors, and visitors (“University community”) and is applicable twenty-four (24) hours a day, seven (7) days a week.
- B. Employees may have their job performance and productivity adversely affected by their progressive dependence on drugs or alcohol. Much of this cost is in lost wages, health care expenses, and workers compensation. Additionally, the impact of drug use and high-risk alcohol consumption by college students cannot be overlooked in terms of its financial, emotional, and academic cost to the individual students affected and their university. For specific information related to the effects of alcohol and other drug use, go to the National Institute on Drug Abuse website: <https://nida.nih.gov/>.

II. POLICY

- A. The University prohibits the unlawful possession, use, sale, marketing, manufacturing, or distribution of illicit drugs and alcohol in the Workplace, on the Campus, and at any off-campus University activity, including violations of state underage drinking laws.
- B. In addition to this prohibition, the University’s substance use disorder prevention program (1) establishes standards of conduct for students and employees in the Workplace, on the Campus, and at any off-campus University activity and (2) informs students and employees about the dangers of substance use disorders, the assistance programs for substance use disorder available to them, and the penalties that may be imposed for substance use. A University student or employee who violates these standards of conduct is subject to disciplinary action, in addition to any applicable criminal penalties.
- C. Procedures for distribution of alcoholic beverages at University events can be viewed at the University’s Alcohol Policy.

III. DEFINITIONS

- A. Campus: All areas of the University, including areas that are not adjacent to the main Campus, such as the UH (University of Houston) Technology Bridge (formerly known as the Energy Research Park), UH Sugar Land, and UH Katy.
- B. Contract: A legal instrument reflecting a relationship between the federal government and a recipient whenever the principal purpose of the instrument is the acquisition by purchase, lease, or barter, of property or services for the direct benefit or use of the federal government; or whenever an executive agency determines in a specific instance that the use of a type of procurement contract is appropriate.
- C. Controlled Substance: A controlled substance in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812), as further defined by regulations at 21 CFR 1300.01 through 1300.05, and as defined in the Texas Controlled Substances Act (Texas Health & Safety Code § 481.001 et seq.).
- D. Conviction: A finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.
- E. Criminal drug statute: A federal or state criminal statute involving the manufacture, sale, distribution, dispensation, use, or possession of any controlled substance.
- F. Employee: An individual receiving a salary, wages, other compensation and/or stipend support from the University.
- G. Federal agency: Any United States executive department, military department, government corporation, government-controlled corporation, or any other establishment in the executive branch (including the Executive Office of the President), or any independent regulatory agency.
- H. Grant: An award of financial assistance, including a cooperative agreement, in the form of money, or property in lieu of money, by a federal agency directly to a grantee. The term grant includes block grant and entitlement grant programs, whether or not exempted from coverage under the grants management government wide regulation ("Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments"). The term does not include technical assistance that provides services instead of money, or other assistance in the form of loans, loan guarantees, interest subsidies, insurance, or direct appropriations; or any veterans' benefits to individuals, i.e., any benefit to veterans, their families, or survivors by virtue of the service of a veteran in the Armed Forces of the United States.
- I. Grantee: A legal entity that applies for or receives a grant or contract directly from a federal agency.
- J. Student: A person who (a) is currently enrolled at the University; (b) is accepted for admission or readmission to the University; (c) has been enrolled at the University in a

prior semester or summer term and is eligible to continue enrollment in the semester or summer term that immediately follows; or (d) is attending an additional program sponsored by the University while that person is on Campus.

- K. Substance Use Disorder: A disease that affects a person's brain and behavior and leads to an inability to control the use of a legal or illegal drug or medicine.
- L. University activity: An activity officially sponsored by the University.
- M. University community: University students, faculty and staff employees, affiliates, contractors, and visitors.
- N. Workplace: The physical boundaries of the University and facilities owned or controlled by the University or alternative approved workplace.

IV. SUBSTANCE USE DISORDER PREVENTION PROGRAM

For additional information, including a summary of state law, resources for assistance, and educational guidelines or programming, contact the Center for Student Involvement, the Student Centers Conference & Reservation Services Office, Counseling and Psychological Services (CAPS), UH Wellness, or the Dean of Students Office.

A. Standards of Conduct

1. No student or employee may unlawfully possess, use, sell, market, manufacture, or distribute an illicit drug or alcohol in the Workplace, on the Campus, and at any off-campus University activity, including all buildings, vehicles, grounds, sidewalks, and parking areas owned and/or operated by the University.
2. Alcohol possession, use, sale, marketing, or distribution may be permitted in the Workplace, on the Campus, and at any off-campus University activity only if it complies with the University's Alcohol Policy.

B. Health Risks Associated with Substance Use Disorder

Any prolonged drug or alcohol use can lead to physical health issues as well as mental health impacts, including long-term dependency. Outlined below is a listing of drugs and their health risks taken from the U.S. Drug Enforcement Administration website. A more complete and detailed accounting may be found on their website at <https://www.dea.gov/factsheets/>.

1. Alcohol. Excessive alcohol (including beer, wine, or liquor) has a potential for health effects including alcohol use disorders, also known as alcoholism or alcohol dependence. Short-term health effects include impaired brain and motor function, decrease in body temperature, injuries such as motor vehicle crashes, violence, and risky sexual behaviors. Long-term health effects include harm to fetus for women who consume alcohol while pregnant, chronic diseases such as liver cirrhosis and cancers, and alcohol use disorders. Alcohol overdose can result in coma and death.

Alcohol withdrawal may include sweating, increased heart rate, increased hand tremor, insomnia, nausea or vomiting, transient hallucinations, psychomotor agitation, anxiety, and grand mal seizures. Severe cases of alcohol withdrawal can lead to delirium tremens, with a risk of death.

2. Narcotics/Opioids. Narcotics/Opioids (including heroin, morphine, hydrocodone, oxycodone, codeine, fentanyl, and others) have a potential for both physical and psychological dependence. The possible effects of using narcotics/opioids include pain relief, drowsiness, respiratory depression, constricted pupils, and nausea. Overdose may result in slowed breathing, clammy skin, convulsions, extreme drowsiness, and death. Withdrawal may include irritability, tremors, severe depression, nausea, chills, and sweating.
3. Other Depressants. Other depressants (including Valium, Xanax, Ambien, and barbiturates) have a potential for both physical and psychological dependence as well as tolerance. The possible effects include anxiety relief, slurred speech, impaired mental functioning, loss of motor coordination, and impaired memory. Overdose may result in coma and possible death. Withdrawal may be life threatening.
4. Stimulants. Stimulants (including Adderall, cocaine, methamphetamine, and methylphenidate) have a potential for rapidly developed tolerance and psychological dependence. The possible side effects include a euphoric “rush,” extended wakefulness, decreased appetite, agitation, panic, flushed skin, and palpitations. Overdose may result in high fever, convulsions, cardiovascular collapse, and possible death. Withdrawal may result in depression, anxiety, and extreme fatigue.
5. Hallucinogens. Hallucinogens come in a variety of forms (including MDMA or liquid ecstasy, LSD, psilocybin-containing mushrooms, and others) and may have limited effects on the body including elevated heart rate, dilated pupils and often vomiting. Possible effects on the mind include perceptual distortion and after weeks or months users may develop Hallucinogen Persisting Perception Disorder (HPPD). Overdose may result in fear, paranoia, respiratory depression and death due to respiratory arrest.
6. Cannabis. Cannabis includes marijuana, tetrahydrocannabinol (THC), and hashish or hashish oil. All may result in short and long-term effects on the mind and body. Possible effects include but are not limited to disinhibition, increased appetite, disorientation, and enhanced sensory perception. Withdrawal may occasionally result in sleep difficulties, irritability, and decreased appetite.
7. Anabolic Steroids. Anabolic Steroids (including testosterone and others) may result in psychological dependence. A wide range of adverse effects on the body depend on several factors including age, sex, the anabolic steroid used, amount used and duration of use. Possible effects may include virilization, fluid retention, shrinkage of the testicles, acne, and increase risk of coronary artery disease, strokes

and heart attacks. Effects of overdose are unknown. Withdrawal may possibly include depression.

8. Inhalants. Inhalants are substances common in household products that produce chemical vapors that can be inhaled to induce psychoactive effects. They are abused by sniffing, bagging or huffing, and possible effects may include damage to parts of the brain, headache, impaired memory, slurred speech, lack of coordination and organ damage. There is a common link between inhalant use and problems in school. Overdose may result in loss of consciousness, asphyxiation and possible death. Withdrawal may result in agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

C. Assistance Programs for Substance Use Disorder

1. Information and Referral. All members of the University community are eligible to consult with professional staff of Counseling and Psychological Services (CAPS) regarding referrals for substance use treatment and recovery support groups. University faculty and staff are also encouraged to consult with their Employee Assistance Program for additional referrals or treatment options.
2. Individual Counseling. Currently enrolled students can be seen for short-term counseling and crisis intervention for assistance with substance use problems. However, CAPS will make a referral for long-term substance use and detox. Faculty and staff are eligible for an initial consultation and referral for such services. CAPS can be reached at (713) 743-5454.
3. Cougars in Recovery. Cougars in Recovery provides a myriad of programs and services to help students succeed at the University. CIR is an abstinence-based collegiate recovery community (students only). There are three main components to the program, which include Community Check-In (peer-to-peer process groups), community member 24-hour drop-in center (the lounge), and CIR Recovery Townhouse Living Learning Community. Additionally, CIR provides social substance-free activities through recovery tailgating, an outdoor adventure learning experience each semester, monthly community gatherings, and twenty-four hour access to the CIR group me. CIR is located in Moody Towers room 103 and can be reached at (713) 743-1026 if you are in need of assistance. More information can also be found at: <http://www.uh.edu/cir/>.
4. Psycho-Educational Programs. On a periodic basis, workshops focusing on the development of strengths and skills related to the effective management of substance related problem areas are offered by Counseling and Psychological Service and UH Wellness. These programs are open to University of Houston students, faculty and staff at no charge. UH Wellness conducts one-on-one facilitated conversations around alcohol and drug use through BASICS (Brief Alcohol Screening in College Students), along with CASICS (Cannabis Screening and Intervention for College Students). These programs may be accessed voluntarily or be required through a disciplinary action. UH Wellness also offers a state approved Alcohol Education Course for Minors in Possession available to students who receive a court ordered citation or referrals from the Dean of Students

Office or other campus departments. UH Wellness can be reached at (713) 743-5420, and more information can be found at: <http://www.uh.edu/wellness/>.

5. Student Health Center and Campus Pharmacy. The University community can visit the Student Health Center and Campus Pharmacy and speak with medical professionals about any drug and alcohol questions in a safe and friendly environment. Appointments can be made online (<http://www.uh.edu/healthcenter/>) or via a walk-in. The Student Health Center and Campus Pharmacy can be reached at (713) 743-5151.
6. Student Organizations. Individuals can be assisted in forming groups like Alcoholics Anonymous and Alanon. If you are interested in starting a new student organization and want to understand the registration process, please reach out to the Center for Student Involvement at (832) 842-6245.
7. The Council on Recovery. This community resource offers short-term counseling for anyone affected in any way by substance use disorder. Trained alcohol and substance use disorder counselors can help select a 12-step oriented program and/or appropriate treatment. Their address is 303 Jackson Hill St, (713) 942-4100.
8. Employee Assistance Program. Through the EAP, benefits-eligible employees and their dependents can access free, convenient and confidential short-term counseling services and/or referrals for all types of concerns including: Alcohol/Drug Problems, Stress and Anxiety, Depression, Parenting and Family Concerns, Couples and Relationship Issues, Grief or Bereavement, Anger Management, Change and Life Transitions, Work Conflicts, Communication Skills and more. Included in the program are a number of Work/Balance resources including telephonic and web-based resources, newsletters, trainings, self-assessments and online webinars. Topics addressed through these resources include Legal and Financial Assistance, Stress Management, Coping, Self-Improvement, Child and Elderly Care, and Identity Theft, among others. To learn more, please visit <https://www.uh.edu/human-resources/PowerUP-Wellness/EAP/>.

D. Possible Legal Sanctions

1. Students and employees should be aware that there are penalties under federal and state law for drug- and alcohol-related offenses. For more information on the range of penalties, refer to https://www.uh.edu/wellness/programs/alcohol-and-other-drugs/biennial-review/_files/drugpenalties20231.pdf
2. The Texas Medical Amnesty Law (911 Lifeline law) provides immunity from criminal prosecution for consumption or possession of alcohol by a minor for those seeking assistance in response to an alcohol-related emergency.

E. University Sanctions for Non-Compliance

1. Employee. Any employee admitting to or convicted of the unlawful possession, use, or distribution of illicit drugs or alcohol on Campus, in the performance of

their job duties or at an off-campus University activity, will be subject to disciplinary action (up to and including termination of employment).

- a. The employee may be referred for prosecution and may be required to satisfactorily participate in a drug and alcohol assistance or rehabilitation program, as agreed upon between the employee and Human Resources.
 - b. Further information concerning employee penalties is available from Human Resources; employees can contact the HR (Human Resources) Employee Service Center at (713) 743-3988.
2. Student. Any student admitting to or found in violation of the University of Houston's Student Code of Conduct regarding the unlawful possession, use or distribution of illicit drugs and alcohol on Campus or at an off-campus University activity (see Student Disciplinary Policies and Procedures Section) shall be subject to disciplinary action (up to and including expulsion).
- a. Amnesty for Medical Emergencies. In some cases, students can avoid formal University disciplinary action and the creation of a formal disciplinary record when they call UHPD or EMS to report an alcohol or drug-related medical emergency (such as alcohol poisoning or drug overdose) for themselves or for another student. The purpose of amnesty is to create a safe path to services for students who experience medical emergencies or negative consequences because of their substance use. In the following cases, amnesty may apply:
 - Possession of alcohol or drugs by a minor
 - Unauthorized possession or use of alcohol or drugs on Campus
 - Consumption of alcohol by a minor
 - Use of Alcohol and/or substances
 - Intoxication as a result of using alcohol or drugs
- If a student seeks help for their own addiction, dependency to alcohol, drugs, or other addictions and brings it to the attention of the University prior to any conduct incidents or reports, the amnesty policy still applies.
- b. Further information concerning student penalties and amnesty for medical emergencies is available from the Dean of Students Office at (832) 842-6183.

V. PROCEDURES

Implementation of this policy is a joint responsibility of Human Resources, the Office of the Provost, the Division of Research, the Police Department, the Office of Financial Aid and the Division of Student Affairs.

A. Notification Requirements

1. This policy, including information about the health risks and sanctions for violation of the policy, will be provided annually to students and employees.

2. Each employee will be notified that, as a condition of employment on a federal grant or contract, the employee must abide by the terms of the policy, and must notify the employee's supervisor and Human Resources of any criminal drug statute conviction for a violation occurring in the Workplace no later than five (5) days after such conviction.
 3. The appropriate federal agency will be notified within ten (10) days after the University receives notice of a criminal drug statute conviction of any employee engaged in performance of the grant or contract.
- B. Biennial Review. A biennial review of this policy will be undertaken by a committee every two years to determine its effectiveness and implement any necessary changes to the policy and its programs and to ensure that its disciplinary standards are consistently enforced. Committee members are the following:
1. Vice President for Student Affairs;
 2. Associate Vice President for Student Affairs and Dean of Students;
 3. Assistant Vice President for Student Affairs – Health and Well-Being;
 4. Assistant Vice President for Student Affairs – Student Housing and Residential Life;
 5. Director of UH Wellness;
 6. Director of Counseling and Psychological Services;
 7. Associate Vice President of Human Resources;
 8. Deputy General Counsel; and
 9. Chief of Police

Faculty and Staff Notification

To ensure that all faculty and staff will receive the annual notification, regardless of the timing of their employment during the year, the following procedures will be employed:

Annual Distribution of Drug and Alcohol Information to Employees

Human Resources will distribute the UH Drug and Alcohol Abuse Prevention Policy and related information to all employees annually following the start of the fall semester. This will be in the form of an acknowledgement from all employees during the Annual Mandatory Training.

On-going Distribution of Drug and Alcohol Information to New Employees

Human Resources will distribute the UH Drug and Alcohol Abuse Prevention Policy and related information to all new employees monthly. This communication will be in the form of an email with attached policy (PDF format)

Annual Notice - Dean of Students

UNIVERSITY of HOUSTON
DEAN OF STUDENTS OFFICE

Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989, the University of

Houston is required to distribute drug and alcohol prevention information to all students. This information must include the standards of conduct prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol; local, state, and federal laws and sanctions related to illicit drugs and alcohol; the health risks associated with the use of illicit drugs and alcohol; any drug and alcohol counseling, treatment, rehabilitation, or other programs available to students; and a statement notifying students that the University will impose sanctions for violations of applicable UH drug and alcohol standards of conduct up to and including expulsion from the University.

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989, you are receiving the UH Drug and Alcohol Abuse Prevention Policy in two formats.

For your convenience you can go directly to the following link to read the UH Drug and Alcohol Abuse Prevention Policy at http://www.uh.edu/wellness/aboutus/biennial-review/_files/drug-alcohol-prevention-policy.pdf, or you can scroll down and read the policy in its entirety.

Donell Young, J.D.

Associate Vice President for Student Affairs and Dean of Students University of Houston

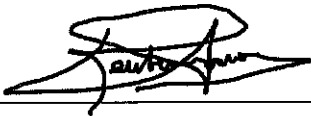
832-842-6183

dos@uh.edu

A copy of the Drug and Alcohol Prevention Policy is included in this email correspondence

STATEMENT OF CERTIFICATION

I, Reuben Parrish, the Director of UH Wellness at the University of Houston, certify that a copy of the University of Houston's Drug and Alcohol Abuse Prevention Policy was distributed in accordance with the DFSCA, and that evidence of those distributions is included in the university's response to the Department of Education's program review report. I also hereby affirm that the University of Houston understands all of its DFSCA obligations and that it has taken all necessary corrective actions to ensure any violations do not recur.



Director of Wellness

9/20/2023

Date

Drug-Free Schools and Community Act Biennial Review 2023

I have reviewed and approved the content of this 2023 Biennial Review.

Daniel M. Maxwell

Dr. Daniel Maxwell
Interim Vice President for Student Affairs

9/28/2023

Date

I have reviewed and approved the content of this 2023 Biennial Review.

Renu Khator

Dr. Renu Khator
President, University of Houston

10/2/2023

Date

