

Drug and Alcohol Abuse Prevention Program (DAAPP) Notice – for employees

Texas A&M University is committed to protecting the health and safety of its employees. Because alcohol and drug abuse is a significant problem in the United States, Texas A&M University is concerned about substance abuse on our campuses. The federal Substance Abuse and Mental Health Services Administration reports that approximately 13.4 million people in the United States have an alcohol problem and 3.2 million have abused or are dependent on illegal drugs. Substance abuse not only disrupts the workplace, but also endangers the lives of those on our campuses.

Alcohol & Drug Program

Texas A&M University formally established an alcohol and drug program to address substance abuse prevention and treatment and comply with Federal Regulations such as the Drug-Free Workplace Act of 1988 and the Omnibus Transportation Employee Testing Act of 1991. The program provides education, early intervention and referral of employees with substance abuse problems. The university rule details who is covered by these Acts and establishes the procedures for random alcohol and drug testing, identifies counseling and support programs available, and specifies the consequences for substance abuse by employees.

Standards of Conduct

All Texas A&M University employees are expected to comply with federal, state and local drug laws as well as System Policies, and University Rules and Procedures. Employees are also required to abide by System Policy [34.02: Drug and Alcohol Abuse](#), System Regulation [34.02.01: Drug and Alcohol Abuse and Rehabilitation Programs](#) and University Rule [34.02.01.M1: Substance Abuse Prevention](#). Employees are prohibited from the manufacturing, possession, controlling, selling, transmitting, using, being under the influence or being a party to any illegal drug or controlled substance use on University premises or at any of its activities, including but not limited to University sponsored on or off campus activities and professional meetings attended by employees.

In Texas, 21 years of age is the legal drinking age and when an individual can purchase alcoholic beverages.

Disciplinary Sanctions

An employee who violates any of the System Policies, University Rules and Procedures, local, state or federal laws will be subject to University disciplinary actions, up to and including suspension without pay, transfer, demotion, reduction in salary, termination, and/or referral for prosecution.

Legal Sanctions

An employee who violates any of these alcohol or drug laws will be reported to the appropriate law enforcement agency and will be subject to prosecution in accordance with the law. Legal sanctions for violation of local, state and federal laws may include, but not be limited to: fines, probation, jail or prison sentences.

Misdemeanor charges:

Charge	Classification
Minor in Possession (MIP)	Class C Misdemeanor
Public Intoxication	Class C Misdemeanor
Driving Under the Influence (DUI)	Class C Misdemeanor
Driving While Intoxicated (DWI):	Class B Misdemeanor
Providing Alcohol to a Minor or Purchasing Alcohol for a Minor	Class A Misdemeanor
Open Container of Alcohol in a Motor Vehicle	Class C Misdemeanor
Possession of a Dangerous Drug	Class A Misdemeanor
Providing a Dangerous Drug to Another Person	State Jail Felony
Consumption of alcohol after hours	City Ordinance

Sanctions/penalties:

Class C Misdemeanor: Can include fine up to \$500, community service, alcohol education classes, and 30 day up to 180 day driver's license suspension.

Class B Misdemeanor: Can include fine up to \$2000, community service, and 72 hour minimum confinement.

Class A Misdemeanor: Can include fine up to \$4000, up to 1 year in jail, and 180 day driver's license suspension.

State Jail Felony: Can include fine up to \$10,000 and 180 days to 2 years in jail.

Federal drug laws/penalties:

The possession, use, or distribution of illicit drugs is prohibited by federal law. Under federal law (DEA, Title 21, Section 844), for simple possession of a controlled substance, one may be imprisoned for up to one year and/or fined up to \$1,000.00. For subsequent offenses, one may be imprisoned for up to three years and/or fined up to \$5,000.00. Under federal law, one may be fined up to \$8,000,000.00 and/or may be sentenced from not less than 10 years up to life in prison for trafficking in drugs. For violations of other federal drug laws, one may receive life in prison or the death penalty.

Federal Trafficking Penalties for Schedules I, II, III, IV, and V
<https://www.dea.gov/drug-scheduling>

Qatar laws/penalties:

The possession, use, distribution, importing or manufacturing of Narcotic Drugs and Dangerous Psychotropic Substances (NDDPS) is prohibited by State of Qatar Law No. (9). Under Law No. (9) Art. 35, for simple possession of NDDPS, one may be imprisoned for up to fifteen (15) years and fined up to 200,000 QR. For subsequent offenses, one may be imprisoned for up to twenty (20) years and fined up to 400,000 QR. Under Law No. (9) Art. 34, one may be fined up to 300,000 QR and may be sentenced from not less than ten (10) years up to twenty (20) years in prison for trafficking in drugs. For violations of other State of Qatar drug laws, one may receive life in prison or the death penalty.

Narcotic Substances Schedule 1
Qatar Narcotic Drug Penalties
Qatar Alcohol Penalties

Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol

Alcohol abuse is a prime contributor to suicide, homicide, and motor vehicle accidents and deaths. Approximately 150,000 deaths each year can be directly attributed to alcohol abuse. Alcohol and drug abuse can also lead to chemical dependency, premature death through overdose, brain damage, gastritis, anemia, and other physical problems.

The use of illicit drugs can result in a wide range of health problems, including seizures, heart problems, liver diseases, chronic brain dysfunctions, HIV/AIDS, other diseases and infections, and death. Substance abuse can also cause addiction, memory loss, hallucinations, and paranoia.

Alcohol: Effects of use include slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing, vomiting, breathing difficulties, unconsciousness, coma, blackouts, toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence

Amphetamines: Also known as uppers, speed, meth, crack, crystal, ice, pep pills. Effects of use include increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety, delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, physical dependence.

Barbiturates and Tranquilizers: Also known as barbs, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v's. Effects of use include slurred speech, muscle relaxation, dizziness, decreased motor control, severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence.

Cocaine: Also known as coke, crack, snow, powder, blow, rock. Effects of use include loss of appetite increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation, anxiety, paranoia, increased hostility, increased rate of breathing, muscle spasms and convulsions, dilated pupils, disturbed sleep, psychosis, chronic cough, nasal passage injury, kidney, liver and lung damage.

Marijuana/Cannabis: Also known as pot, grass, dope, weed, joint, bud, reefer, doobie, roach. Effects of use include sensory distortion, poor coordination of movement, slowed reaction time, panic, anxiety, bronchitis, lethargy, shortened attention span, suppressed immune system, personality changes, cancer, psychological dependence, physical dependence possible for some.

Morphine/Opiates: Also known as M, morf, duramorph, Miss Emma, monkey, roxanol, white stuff. Effects of use can include euphoria, increased body temperature, dry mouth, "heavy" feeling in arms and legs, constipation, loss of appetite, collapsed veins, heart infections, liver disease, depressed respiration, pneumonia and other pulmonary complications, physical dependence, psychological dependence.

Emotional consequences of alcohol and drug abuse are often minimized. These substances can cause personality changes which contribute to problems in dealing with family and co-workers. The personality changes may seriously impair a person and these changes can lead to psychological problems and mental illnesses. Substance abuse may also disrupt effectiveness on the job, reduce motivation, cause legal and financial problems and contribute to social problems.

For additional health risks associated with alcohol and drug abuse:

- [Department of Justice, Drugs of Abuse](#)
- [National Institute of Alcohol Abuse, and Alcoholism, Alcohol's Effect on the Body](#)
- [Center for Disease Control and Prevention, Fact Sheets- Alcohol Use and Your Health](#)
- [National Institute on Drug Abuse](#)

For direct assistance, contact the Human Resources Employee Assistance Program at eap@tamu.edu or (979) 845-3711.

Counseling Services for Employees

Work/Life Solutions Program offers counseling, work-life assistance and crisis intervention services for a broad range of reasons including alcohol and drug abuse. The confidential services are available to employees as well as their household family members.

Active employees call 1-866-301-9623 (available 24 hours a day, 365 days a year) or visit <https://employees.tamu.edu/eap>.

For TAMU at Qatar employees:

In addition to the services provided by TAMU, a Qatar Employee Assistance Program provides all faculty, staff and eligible dependents confidential counseling services. Contact TAMUQ HR or Mary Allen at Supervisionma@yahoo.com or call cell: 3364-8655 to access this service.

Community Resources

- Alcoholics Anonymous/Al-Anon: 979.431.4328
- National Helpline/SAMHA (Substance Abuse and Mental Health Services Administration) – 1.800.662.4357
- [Brazos Valley Council on Alcohol & Substance Abuse](#): 979.846.560 or 1.866.448.1699
- [Narcotics Anonymous of Brazos Valley](#): 979.822.9094
- Mental Health Mental Retardation Crisis Line: 1.888.522.8262
- Hearing-impaired individuals can access these resources by using TTY telephones to call Relay Texas at 1.800.735.2989
- Addiction Helpline for Texas: 1.800.559.9503
- [La Hacienda, Intensive Outpatient Program](#): 979.846.9500 or 1.800.749.6160, email: info@lahacienda.com
- [Rock Prairie Behavioral Health](#) 979.703.8848
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TAMU at Qatar Resources:

- Alcoholics Anonymous/Al-Anon: +974 5560 5901 or +974 5540 0746 (male enquirers); +974 5532 5012 or +974 6692 6745 (female enquirers)
- Narcotics Anonymous in Qatar: +97433917099; +97433917099