

DRUG-FREE SCHOOLS AND COMMUNITIES ACT



BIENNIAL REVIEW

Academic Years 2023-2024 and 2024-2025
September 1, 2023- August 31, 2025



Table of Contents

Contributors	4
Introduction to the University of Houston	2
Purpose of the Biennial Review	3
Description of Alcohol and Drug Program Elements	4
Program Inventory	4
Multidepartment Campaigns	4
Intervention and Treatment	5
Education and Programming	8
Support Services	10
Research	11
Policy Inventory	12
University of Houston Manual of Administrative Policies and Procedures (MAPPs)	12
University of Houston System Administrative Memorandums (SAMs)	13
Student Code of Conduct	14
Student Handbook	14
Statement of Alcohol and Drug Program Goals and Discussion of Goal Achievement	16
Goal 1: Prevention	16
Goal 2: Harm Reduction	19
Goal 3: Recovery and Support Services	21
Goal 4: Data and Evaluation	22
Summary of Alcohol and Drug Program Strengths and Weaknesses	23
Strengths	23
Comprehensive Approach to Substance Use Programming	23
Personalization of Substance Use Interventions	23
Use of Evidence-Based Programming	23
Collaboration of Student Support Departments	23
Weaknesses	24
Emphasis on Reactive Intervention rather than Proactive Promotion	24

More Strategic Collaboration and Integration Needed.....	24
Lack of Systematic Evaluation for Biennial Review.....	24
Transition of Staff in Charge of Biennial Review.....	24
Alcohol and Drug Policies for Annual Notification.....	25
Procedures for Distributing Annual Alcohol and Drug Notification to Students and Employees.....	25
Student Notification.....	25
Faculty and Staff Notification.....	25
Policies Distributed to Students and Employees.....	25
Recommendations for Revising Alcohol and Drug Prevention Programs.....	26
Address Rise of High-Risk Drinking at Tailgates.....	26
Discontinue Use of State-Sponsored Alcohol Education Program for Minors.....	26
Facilitate Integration of Proactive Health Promotion Across University.....	26
Establish Systematic Evaluation Procedures.....	26
Appendices.....	27
Appendix A: Annual Notification and Substance Use Disorder Prevention Policy.....	27

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Introduction to the University of Houston

Source: uh.edu/about

Founded in 1927, the University of Houston (UH) is the third largest university in Texas with an enrollment of 47,980 in Fall 2024 and 48,972 in Fall 2025. The campus expands over 895 acres and is located in Houston, Texas, the fourth largest city in the United States. The university is primarily a commuter school with 18% of undergraduates living on campus in Fall 2024.

UH offers 117 bachelor’s, 115 master’s, 49 research doctoral, and 4 professional doctoral degree programs for a total of 285 academic programs. According to the 2025-2026 Student Handbook, “UH is the most ethnically diverse research university in the nation” representing over 127 nations and being designated a Hispanic and Asian American and Native American Pacific Islander-Serving Institution.

UH is a part of the Big 12 Conference, a Division I conference of the National Collegiate Athletic Association (NCAA), and has a strong athletic presence. As of Fall 2024, UH has earned 167 conference championships, 30 football bowl games, 20 Olympic gold medals, and 6 appearances in the men’s basketball Final Four.

Mission

Connecting Potential with Opportunity

The University of Houston draws strength from its cultural richness to transform lives and communities through education, research, service and innovation in a real world setting. UH is an engine for discovery, conversation and change that informs and leads local, state, national and global partnerships.

Vision

Building a Top 50 Public University.

Values

Innovation	Collaboration	Resilience
We infuse innovation into everything — our culture, curriculum and campus workplace.	We build strength through creative innovation, entrepreneurship, research, intellectual curiosity and partnerships in everything we do.	We change and adapt, transform and are creative to meet the ever-changing needs of the University and society.

Purpose of the Biennial Review

This biennial review was prepared to meet the requirements of the 1989 amendments to the Drug-Free Schools and Communities Act (DFSCA), as articulated in the Education Department General Administrative Regulations (EDGAR) Part 86, the Drug-Free Schools and Campuses Regulations. The DFSCA includes several requirements for institutions of higher education (IHEs) that receive federal funding.

IHEs receiving federal funds or financial assistance must develop and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The program must include annual notification of the following: standards of conduct; a description of sanctions for violating federal, state, and local law and campus policy; a description of health risks associated with AOD use; a description of treatment options; and a biennial review of the program's effectiveness and the consistency of the enforcement of sanctions.

- U.S. Department of Education, Office of Safe and Drug-Free Schools, Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention

This biennial review covers the 2023-2024 and 2024-2025 academic years at University of Houston. This biennial review includes:

1. Descriptions of alcohol and drug (AOD) program elements
2. Statement of AOD program goals and discussion of goal achievement
3. Summary of AOD program strengths and weaknesses
4. Procedures for distributing annual AOD notification to students and employees
5. Copies of policies distributed to students and employees
6. Recommendations for revising AOD programs

Description of Alcohol and Drug Program Elements

Program Inventory

Multidepartment Campaigns

Substance Use Disorder Advisory Committee and JED Campus Collaboration

Point(s) of Contact: Director of Wellness and Health Promotion, UH Wellness; JED Strategy Program Director, Counseling and Psychological Services

The Substance Use Disorder Advisory Committee (SUDAC) was established to guide the institution in fostering a campus environment that promotes safety, health, and wellbeing by addressing substance misuse prevention, intervention, education, and recovery support for students and employees. In 2023, the University of Houston became a JED Campus, launching a 4-year initiative to address systems, policies, and programs to build upon existing student mental health, substance use, and suicide prevention efforts. SUDAC serves a dual role as its own university-wide committee and the substance misuse committee of the JED Campus Initiative.

Care Team

Point(s) of Contact: Dean of Students, Dean of Students

The Care Team provides a multidisciplinary and collaborative approach to support students presenting concerning behaviors. The purpose of the Care Team is to assess reported concerns and develop a comprehensive plan to help guide and support students and the UH community. Led by the Dean of Students, the Care Team is comprised of university officials with relevant expertise and access to campus resources. The Care team meets regularly to address cases and issues that promote student success and well-being, community safety, respect for individual rights, and preserve the learning environment.

CoogsCARE

Point(s) of Contact: Assistant Director- Marketing and Communication, Student Health Center and Campus Pharmacy; Assistant Director for Outreach, Counseling and Psychological Services

CoogsCARE is a university-wide campaign that includes hope signage on campus, reference guides for responding to students in distress, and a website repository of well-being resources available to students, faculty, and staff.



Be Well, Do Well

Point(s) of Contact: Assistant Vice President for Student Affairs- Health and Well-Being, Division of Student Affairs

Be Well, Do Well is a campaign of the Health and Well-Being Team of the Division of Student Affairs. The Health and Well-Being Team consists of 6 departments that provide services for student well-being. Be Well, Do Well is the team's philosophical and upstream approach to creating a campus environment where everyone has the ability to be well so that they may do well.



Intervention and Treatment

University of Houston Police Department

Point(s) of Contact: Crime Prevention Officer, University of Houston Police Department

The University of Houston Police Department (UHPD) leads the university in compliance of federal, state, and local laws regarding the distribution, possession, and consumption of alcohol and other drugs. UHPD responds to alcohol and other drug violations on campus and transports eligible students exhibiting public intoxication to the Houston Recovery Center Sobering Center where students have access to behavioral health professionals, peer recovery coaches, and emergency medical technicians. UHPD is also in charge of the Annual Security and Fire Safety Report which includes information on substance use policies and programs. Officers regularly patrol campus and respond to concerns. When a campus incident or potential violation occurs, UHPD officers may submit incident reports, which are forwarded to the Dean of Students Office.

Student Housing and Residential Life

Point(s) of Contact: Executive Director of Residential Life, Student Housing and Residential Life

Resident Assistants (RAs) at the University of Houston live among their peers in the residence halls and are responsible for conducting regular rounds on their assigned floors. While RAs serve as the first point of contact during incidents, full-time professional staff are available to support them as needed. When a campus incident or potential violation occurs, RAs may submit incident reports, which are forwarded to the Dean of Students Office.

Dean of Students

Point(s) of Contact: Associate Dean of Students, Dean of Students

All conduct issues are managed by the Dean of Students Office (DOS). Only DOS has access to Maxient, the university's online conduct management system. Maxient is used to track and manage cases, run queries based on violation type, location, date, and time, and ensure consistency in the conduct process.

While Maxient does not distinguish between residential and commuter students, it is generally assumed that most violations occurring in residence halls involve residential students.

Sanctions for Policy Violations

Alcohol Violations	
For first-time alcohol-related violations (depending on the severity of the incident), students may receive:	For students with multiple alcohol-related violations, the university may escalate sanctions beyond those typically assigned for first-time offenses. Recommendations include:
A warning or disciplinary probation	Extended Disciplinary Probation: A longer probation period with stricter conditions
Completion of Brief Alcohol Screening and Intervention for College Students (BASICS)	Mandatory completion of BASICS again, possibly with a follow-up session
Completion of Alcohol Education Program for Minors (AEPM) educational course	Referral (but not required) to Counseling and Psychological Services for substance use evaluation
Participation in the CORE Values Decision-Making program	Loss of Privileges: Restrictions on participation in student organizations, leadership roles, or campus events
A written reflection paper	Suspension: For serious or repeated violations, temporary removal from the university may be considered

Substance Violations	
For first-time drug-related violations (students typically receive similar sanctions to alcohol violations with the following differences):	For students with multiple drug-related violations, sanctions may include:
Completion of Cannabis Screening and Intervention for College Students (CASICS)	Completion of CASICS with additional follow-up
A warning or disciplinary probation	Extended Disciplinary Probation: A longer probation period with stricter conditions
	Referral to Substance Use Disorder Prevention Programs in accordance with UH's Manual of Administrative Policies and Procedures (MAPP) 06.04.02
	Suspension or Expulsion: If the student poses a continued risk to the campus community or fails to comply with prior sanctions

Additional Notes on Sanction Enforcement

Students who fail to complete their assigned sanctions by the designated deadline will have a hold placed on their student account. This hold prevents them from registering for classes until the sanctions are fulfilled.

UH Wellness

Point(s) of Contact: Assistant Director of Wellness Programs, UH Wellness

The UH Wellness office offers three educational sanction programs—Alcohol Education Program for Minors (AEPM), Brief Alcohol Screening and Intervention for College Students (BASICS), and Cannabis Screening and Intervention for College Students (CASICS)—to address substance use among students. AEPM is a six-hour, state-certified alcohol education course focusing on the risks and consequences of underage drinking, offered exclusively to UH students. BASICS and CASICS are evidence-based programs that use motivational interviewing to help students reflect on their alcohol or marijuana use, reduce risky behaviors, and develop safer habits. Both programs involve an online assessment, a one-on-one session with a trained facilitator, and a follow-up discussion. Students needing further support may be referred to Counseling and Psychological Services or Cougars in Recovery.

Counseling and Psychological Services

Point(s) of Contact: Director, Counseling and Psychological Services

Counseling and Psychological Services (CAPS) is accredited by the International Association of Counseling Services and the American Psychological Association. Therapeutic services include short-term counseling for individuals and couples, Focused Care Hour, group counseling, crisis intervention, and Let's Talk, an outreach program that offers informal consultations with CAPS clinicians at different locations and virtually. Currently enrolled students can utilize CAPS services at no additional cost. Substance use disorders can be assessed and treated on a short-term basis. Substance use disorders that require longer term treatment will be referred to a community provider. If someone is experiencing a mental health crisis and needs to speak with someone immediately, they can walk in during business hours or call CAPS 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. Additionally, a mobile crisis response unit is set to be established later in the Fall 2025 semester.

Student Health Center and Campus Pharmacy

Point(s) of Contact: Executive Director, Student Health Center; Chief Pharmacist, Campus Pharmacy

The Student Health Center is accredited by the Accreditation Association for Ambulatory Health Care (AAAHC). The Student Health Center does not provide detoxification treatment services but does provide psychiatry and primary care for students. The Campus Pharmacy can fill certain prescriptions for substance use disorders, houses a drug take-back kiosk, and offers pre-paid drug take-back envelopes and naloxone for purchase.

Cougars in Recovery

Point(s) of Contact: Director, Cougars in Recovery

Cougars in Recovery (CIR) provides a myriad of programs to help students in recovery from substance use disorders succeed at the university. CIR is an abstinence-based collegiate recovery community. There are three main components to the program: Community Check-In (peer-to-peer process groups), community member 24-hour drop-in center (the lounge), and CIR Recovery Townhouse Living Learning Community. CIR provides a Source of Strength leadership program for first generation and first time in college students, as well as Career Ready Coogs resume workshops. Additionally, CIR provides substance-free social activities through recovery tailgating, an outdoor adventure learning experience each semester, monthly community gatherings, and the CIR GroupMe.

College of Pharmacy Student Recovery Program

Point(s) of Contact: Student Success Advocate 1, College of Pharmacy

The Student Recovery Program is designed to address alcohol, chemical addictions, and mental health impairments for pharmacy majors. The program assists in confidential assessment and referral allowing the student to address needed issues and remain in school, if possible. The first-year professional students are required to attend a one-day educational seminar. There are student and faculty support mechanisms in place encouraging recovery throughout their academic years.

Human Resources

Point(s) of Contact: Wellness Administrator, Human Resources

Drug and Alcohol Rehabilitation Program

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). 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.

Employee Assistance Program

Through the Employee Assistance Program (EAP), benefits-eligible employees and their dependents can access free, convenient, and confidential short-term counseling services and/or referrals for various concerns including substance use. Included in the program are also work/life resources such as telephonic and web-based resources, newsletters, trainings, self-assessments, and online webinars.

Education and Programming

UH Wellness

Point(s) of Contact: Assistant Director of Wellness Programs, UH Wellness

UH Wellness offers a range of educational programs to promote mental health, safety, and responsible substance use. Mental Health First Aid (MHFA) is an 8-hour, evidence-based training that teaches participants to recognize signs of mental illness and substance use and connect individuals to professional help. Step UP! is a national bystander intervention program that empowers students to safely intervene in harmful situations such as sexual assault, hazing, and substance use. Cougar Peer Educators (CPE) is a student organization advised by UH Wellness that facilitates peer-to-peer health education. CPE members learn leadership and health advocacy skills through the nationally recognized NASPA Certified Peer Educator Training. Additionally, UH Wellness staff deliver customized workshops and educational events on topics like alcohol and other drugs, stress and time management, injury and violence prevention, and general wellness. Wellness staff are also available to meet with students one-on-one to provide wellness consultations that assist them in creating achievable wellness goals.

Counseling and Psychological Services

Point(s) of Contact: Assistant Director for Outreach, Counseling and Psychological Services

Educational and outreach services offered by Counseling and Psychological Services (CAPS) include workshops, events, online resources, and support groups at no additional cost to students. Healthier Substance Use, Healthier Coogs is a harm reduction group discussion co-facilitated by UH Wellness and CAPS. This is a drop-in group for non-sober students who are curious about optimizing health and/or

exploring ways to reduce the negative impacts of substance use. Welltrack Boost and Togetherall are online platforms that offer peer support via clinically moderated chat and interactive self-help therapy respectively. Additionally, the Certified Caring Coog program is a partnership with UH Wellness where students who attend Mental Health First Aid, You Can Help a Coog, Step UP!, and QPR Suicide Prevention workshops receive a free shirt and status as a “Certified Caring Coog”.

Dean of Students

Point(s) of Contact: Associate Dean of Students, Dean of Students

As part of Family Weekend, the Dean of Students (DOS) office hosts the Coogs’ House Pep Rally, featuring guest speakers who promote harm reduction and responsible decision-making, especially around tailgating and alcohol use. DOS also collaborates with UH Athletics and, at times, UH Wellness to host alcohol-free tailgates throughout the year. These events are open to the UH community and include free food, music, games, and other inclusive activities that encourage a fun and safe environment. During Family Weekend, an additional tailgate is held where alcohol is available through a licensed vendor. This event is closely monitored to support healthy drinking habits and ensure compliance with university policies and state laws.

Student Housing and Residential Life

Point(s) of Contact: Executive Director- Residential Life, Student Housing and Residential Life

Student staff (Residential Assistants, Community Mentors, and Desk Assistants) and full-time Residence Life Coordinators (RLCs) are required to attend trainings on substance use policies, proper response, and documentation protocols involving alcohol and/or other drugs. Staff are required to document situations that potentially involved substances and notify the University of Houston Police Department and RLC on-call should circumstances warrant it. Residential Assistants and Residential Life Coordinators also design and implement social and educational programming within their residence halls regarding substance misuse prevention, safety, well-being, and campus resources. Programming can include themed bulletin boards, flyers on individual dorm room doors, presentations, and substance-free gatherings.

Human Resources

Point(s) of Contact: Wellness Administrator, Human Resources

All employees of the University of Houston are required to attend New Hire Orientation (NHO). NHO orients employees to the mission of the university and their new work environment including substance-related policies. NHO is also an opportunity to provide and obtain necessary information to enroll new employees in benefits and to comply with state and federal laws.

Center for Student Involvement

Point(s) of Contact: Assistant Director, Center for Student Involvement

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 (CSI) has created an online risk management program to satisfy this requirement as part of their registration process to become official university recognized organizations. Completion of this training is required by two of the top three officers for all new and returning student organizations. After completion of the online training, student leaders are required to receive 100% on the quiz for credit. The registration process and online training educates student leaders

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. In the substance use section, students 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, how to seek emergency or routine campus resources, and how to create a risk management plan. Lastly, students learn how to identify, define, and communicate potential physical, reputational, emotional, financial, and other risks.

Center for Fraternity and Sorority Life

Point(s) of Contact: Director, Center for Fraternity and Sorority Life

Through the Fraternal Excellence Program, each Greek chapter undergoes an evaluation process with a faculty and staff member outside of the Center for Fraternity and Sorority Life (CFSL). This evaluation includes considerations around risk management and proactive risk reduction strategies involving alcohol. Chapters are encouraged to reflect on their risk management policies around substance use and promotion of safety, health, and wellbeing 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. Furthermore, CFSL has a dry recruitment policy that states alcohol is not permitted during any intake or recruitment procedures by any Greek organization.

Support Services

Student Housing and Residential Life, Student Support and Well-being

Point(s) of Contact: Executive Director for Residential Life, Assistant Director-Student Support and Well-being, Student Housing and Residential Life

The Student Support and Well-being team in Student Housing and Residential Life consists of an Assistant Director and four Residential Life Coordinators. These staff outreach to students of concern through Care Team referrals, which can include the usage of substances. Each semester, this team coordinates education for students focused on responsible use of substances.

Dean of Students

Point(s) of Contact: Assistant Dean of Students, Dean of Students

Dean of Students (DOS) houses both Student Advocacy Services and Student Outreach and Support Services. Student Advocacy Services provides administrative problem-solving resolutions and assists students with general questions, emergency loans, and university policy and procedure clarification. Student Outreach and Support Services responds to referrals from the UH community regarding concerns about student mental health and well-being. The team collaborates with campus and community partners to ensure students are offered a continuum of care and support.

DOS also offers the Road to Recovery program, a short-term support process designed for students returning to campus after hospitalization or treatment related to alcohol or drug use. Road to Recovery provides individualized assistance to help students navigate their transition back to campus life. The program offers support with academic coordination, including outreach to instructors and connection to academic advisors, depending on the student's enrollment status. Staff also collaborate with the Justin Dart, Jr. Student Accessibility Center to ensure appropriate accommodations are in place. In addition, students are connected with financial aid resources and other university services to address any barriers to

their continued enrollment. Through one-on-one meetings, students are guided to the appropriate support services and resources that promote their academic, emotional, and personal well-being.

Human Resources

Point(s) of Contact: Wellness Administrator, Human Resources

Through the Employee Assistance Program (EAP), benefits-eligible employees and their dependents can access free, convenient, and confidential short-term counseling services and/or referrals for various topics including alcohol and other drug concerns. Included in the program are several work-life balance resources including telephonic and web-based resources, newsletters, trainings, self-assessments and online webinars.

Justin Dart, Jr. Student Accessibility Center

Point(s) of Contact: Director, Justin Dart, Jr. Student Accessibility Center

In certain circumstances, a student experiencing drug or alcohol addiction may qualify for services through the Justin Dart, Jr. Student Accessibility Center (Dart Center) through disability status. Addiction to alcohol is generally considered a disability whether the use of alcohol is in the present or in the past. For people with an addiction to opioids and other drugs, the Americans with Disabilities Act only protects a person in recovery who is no longer engaging in the current illegal use of drugs. The Dart Center will ascertain the student's needs through their intake interview with an Access Coordinator.

Center for Student Empowerment

Point(s) of Contact: Care Manager, Center for Student Empowerment

The Center for Student Empowerment (CSE) has multiple programs for the health and wellbeing of students. These initiatives include but are not limited to: Circle Time with CSE, Fostering Success Initiatives, and Student Assistance Network. These groups provide community, educational programming, and resources to students, encouraging healthy mindsets around drugs and alcohol.

Research

Social Influences and Health Behaviors Lab

Point(s) of Contact: Director, Social Influences and Health Behaviors Lab

The Social Influences and Health Behaviors Lab is committed to conducting and sharing innovative social psychological research that meaningfully impacts individuals and society. The lab examines the etiology, prevention, and treatment of addictive and health-related behaviors through a social psychological perspective. Its research focuses on brief interventions for challenges such as heavy drinking, substance use, problem gambling, and intimate partner violence. Additionally, the lab investigates the protective roles of religion and spirituality in interventions, as well as the influence of egocentric and sociocentric social networks on behavior change strategies. Other studies explore alcohol's effects on relationships, the roles of global and social anxiety and anxiety sensitivity, and factors like expectancies, motives, protective behaviors, family history, culture, shame, and guilt. The lab also develops novel statistical methodologies to deepen the understanding and application of its findings. Current projects include Tele-basics, an National Institutes of Health (NIH)-funded multi-site study evaluating alcohol programs for college students who violate alcohol policies or seek to reduce drinking, and Project Self, another NIH-funded multi-site study exploring innovative strategies to prevent or reduce drinking during transitions into and out of college.

Prescription Drug Misuse Education and Research Center

Point(s) of Contact: Director, PREMIER Center

The Prescription Drug Misuse Education and Research (PREMIER) Center is dedicated to prescription drug misuse research and education for families, communities, and the health care system. The PREMIER Center addresses unmet needs, including leading research on controlled substance prescription medications, educating key stakeholders involved in the prescribing and dispensing of prescription medications, and developing educational opportunities for practitioners and professional students.

Policy Inventory

University of Houston Manual of Administrative Policies and Procedures (MAPPs)

MAPP 06.04.02 – Substance Use Disorder Prevention

Link to full policy: <https://www.uh.edu/policies/mapps/06-safety/060402/index.php>

The purpose of this policy is to demonstrate University of Houston's commitment 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 and is applicable 24 hours a day, 7 days a week. See Appendix A for the full policy as included in the Annual Notification.

MAPP 07.02.02 – Tobacco/Smoke/Vape-Free University

Link to full policy: <https://www.uh.edu/policies/mapps/07-public-safety/070202/>

The University of Houston was designated as a tobacco-free campus June 1, 2013 and became a fully tobacco-free campus August 17, 2015. The purpose of this policy is to establish all areas of the campus as tobacco/smoke/vape-free. 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.

MAPP 02.04.03 – Discipline and Dismissal of Staff Employees

Link to full policy: <https://www.uh.edu/policies/mapps/02-human-resources/020403/>

The purpose of this policy is to prescribe regulations to ensure compliance with University of Houston System Administrative Memorandum (SAM) 02.A.04 and with all applicable state and federal laws, and to protect the rights of both management and the employee in the event that discipline and/or dismissal of a regular staff employee becomes necessary. These regulations apply to all regular staff employees except those in positions or situations described in Section V of this MAPP. In addition to other infractions, the following may result in disciplinary action, up to and including dismissal:

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.

MAPP 05.02.02 – Official Functions and Discretionary Expenditures

Link to full policy: <https://www.uh.edu/policies/mapps/05-finance-and-accounting/050202/>

The administration of the University of Houston recognizes that refreshments, business entertainment, and other discretionary expenditures can be important to the operation of the university. It is, however, critical to place these activities in proper perspective; to prevent abuses; to ensure prudent control of these expenditures; and to ensure compliance with all university, state, and federal regulations governing these expenditures and use of university funds. This policy defines the events which qualify as official functions, prescribes expenditure limits for official functions and discretionary purchases using university funds, and specifies lines of authority for approval of all such expenditures. Specific provisions related to alcohol include:

Alcoholic beverages: Expenditures for alcoholic beverages may be paid from authorized university funds, but must be itemized and provided with the appropriate account (53113) where the cost is known. Under the terms of the General Appropriations Act, alcoholic beverages cannot be paid from state appropriated funds or from funds under the control of the Athletics Department. Purchase of alcoholic beverages is also prohibited from most sponsored project funds (under the terms of the Uniform Guidance §200.423), and indirect cost funds. This university policy also prohibits purchase of alcoholic beverages with tuition funds. Official functions where alcohol is served and students are present are subject to the University of Houston Student Alcohol Policy published in the Student Handbook.

University of Houston System Administrative Memorandums (SAMs)

SAM 02.E.05 – Employee Assistance Program

Link to full policy: <https://www.uhsystem.edu/resources/compliance-ethics/uhs-policies/sams/02-human-resources/02e05/>

This policy sets forth the guidelines to be observed in establishing and operating an Employee Assistance Program (EAP). Under policy provisions, this policy states:

An EAP should provide confidential professional assistance to help individuals resolve problems that affect their personal lives or performance on the job. An EAP may include such services as assistance with marital and family problems; referrals to community agencies, mutual help organizations, private hospitals, public treatment programs; and drug and alcohol abuse counseling and rehabilitation or referral to private drug treatment practitioners during or following problem assessment. In addition, an EAP may provide assistance with financial or legal issues or concerns.

SAM 03.A.02 – Entertainment Expenditures

Link to full policy: <https://www.uhsystem.edu/resources/compliance-ethics/uhs-policies/sams/03-fiscal-affairs/03a02/>

The University of Houston System recognizes that business entertainment can be essential to the operation of the System. This document places this activity in proper focus and issues guidelines to ensure prudent control of these expenditures. Certain conditions which must be met in the general categories of the System business entertainment are set forth in the following sections of this document. These guidelines shall apply to all funds of the System, except those funds appropriated by the state of Texas which cannot be expended for these purposes under any circumstances. Guidelines for alcoholic beverages are outlined in this policy.

Student Code of Conduct

Link to full policy: https://www.uh.edu/dos/_files/student-code-of-conduct.pdf

The University of Houston, as an educational institution, is deeply committed to (a) the opportunity for students to attain their educational objectives, (b) the creation and maintenance of an intellectual and educational atmosphere throughout the university, and (c) the protection of the health, safety, welfare, property, and human rights of all members of the University, and the property of the university itself. The Student Code of Conduct emphasizes the university's commitment to promote the freedom, intellectual development, and personal responsibility of its students. The Student Code of Conduct sets forth those acts that constitute unacceptable conduct for students of the university. Prohibited conduct related to the biennial review includes:

- Hazing
- Unauthorized use of alcoholic beverages
- Use, manufacture, distribution, sale, offer for sale, or possession of controlled substances or drug paraphernalia

Student Handbook

Link to full handbook: <https://publications.uh.edu/index.php?catoid=54>

While containing important information about the university, the Handbook is not comprehensive in its listings. Instead, vital information is presented, and when necessary, the Handbook will refer to other publications that provide more detailed information. The provisions of this handbook do not constitute a contract, expressed or implied, between any person and the University of Houston.

Alcohol Policy


Link to full policy: https://www.uh.edu/dos/_files/alcohol-policy.pdf

As an institution interested in the intellectual, physical, and psychological well-being of the campus community, the University of Houston deems it important to curtail the abusive or illegal use of alcoholic beverages. All members of the University of Houston community and guests are required to comply with federal, state, and local laws regarding the distribution, possession, and consumption of alcoholic beverages. It is university policy that the possession, consumption, and/or distribution of any alcoholic or intoxicating beverage in an open receptacle or a container which has been opened is prohibited in any public area of the University of Houston campus except in certain circumstances as outlined in this policy.

Distribution of Alcoholic Beverages

Link to full policy: <https://publications.uh.edu/content.php?catoid=61&navoid=23679&hl=%22alcohol%22&returnto=search>

Recognizing an educational responsibility, the University has developed these and other regulations to promote students' responsible decision-making and behavior relative to the use of alcoholic beverages. Distribution procedures must be followed for on-campus events by student organizations and others sponsoring the events for students. The Dean of Students is responsible for interpreting these procedures and for developing guidelines for implementation. Registering to distribute alcoholic beverages on the



campus of the University of Houston is a privilege granted to registered student groups and departments. Failure to adhere to university procedures may result in the denial of future registration and disciplinary action.

Statement of Alcohol and Drug Program Goals and Discussion of Goal Achievement

Goal 1: Prevention

Statement of Goal

Promote responsible use and prevent substance misuse by developing policies, implementing environmental strategies, delivering educational programs, and leading outreach initiatives that expand knowledge, dismantle stigma, and drive proactive efforts that cultivate a culture of wellbeing.

Discussion of Goal Achievement

Emphasis of this goal is on promoting responsible use and preventing substance misuse. As a result, data showing use of substances among UH students are presented. Two university-wide surveys are addressed. According to the Healthy Minds Network, the Healthy Minds survey examines “mental health, service utilization, and related issues among undergraduate and graduate students”. According to the Action Network for Equitable Wellbeing, the Wellbeing Improvement Survey for Higher Education Settings (WISHES) provides data to address institutional systems “so all students can thrive and flourish”.

Healthy Minds

Data, though limited, shows no significant difference in substance use at University of Houston as compared to the national reference group.

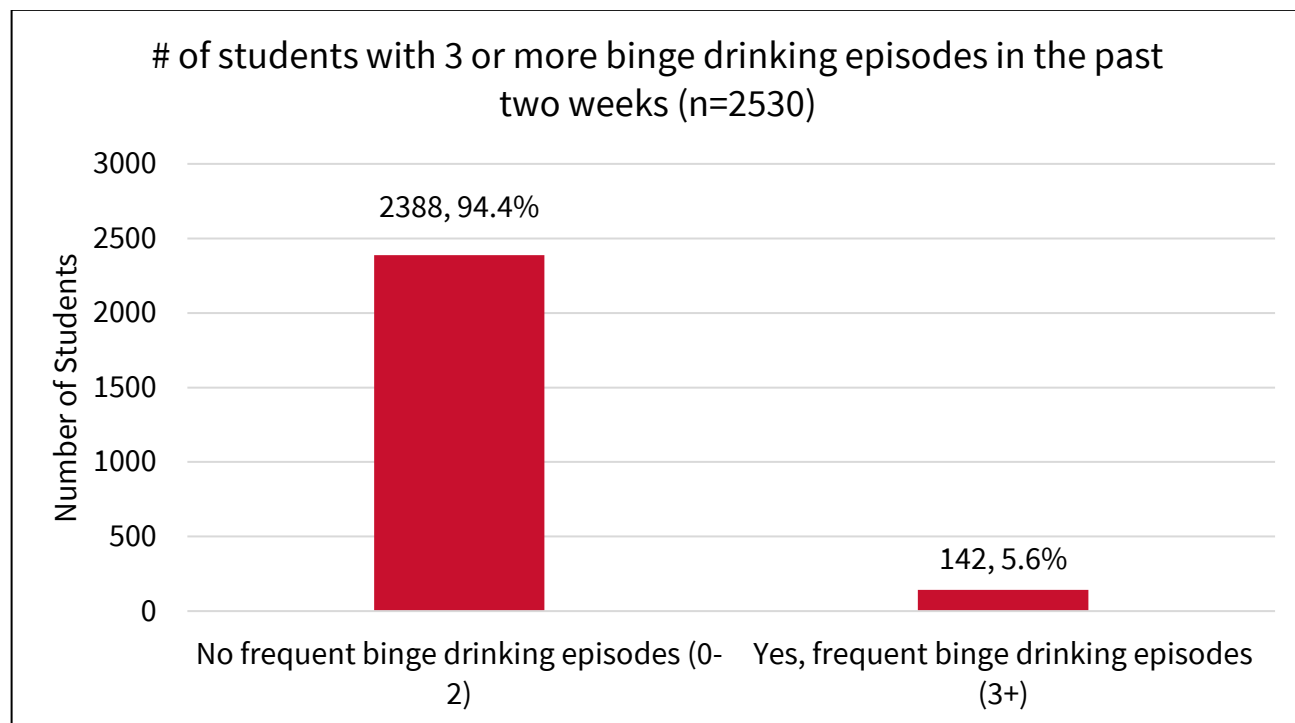
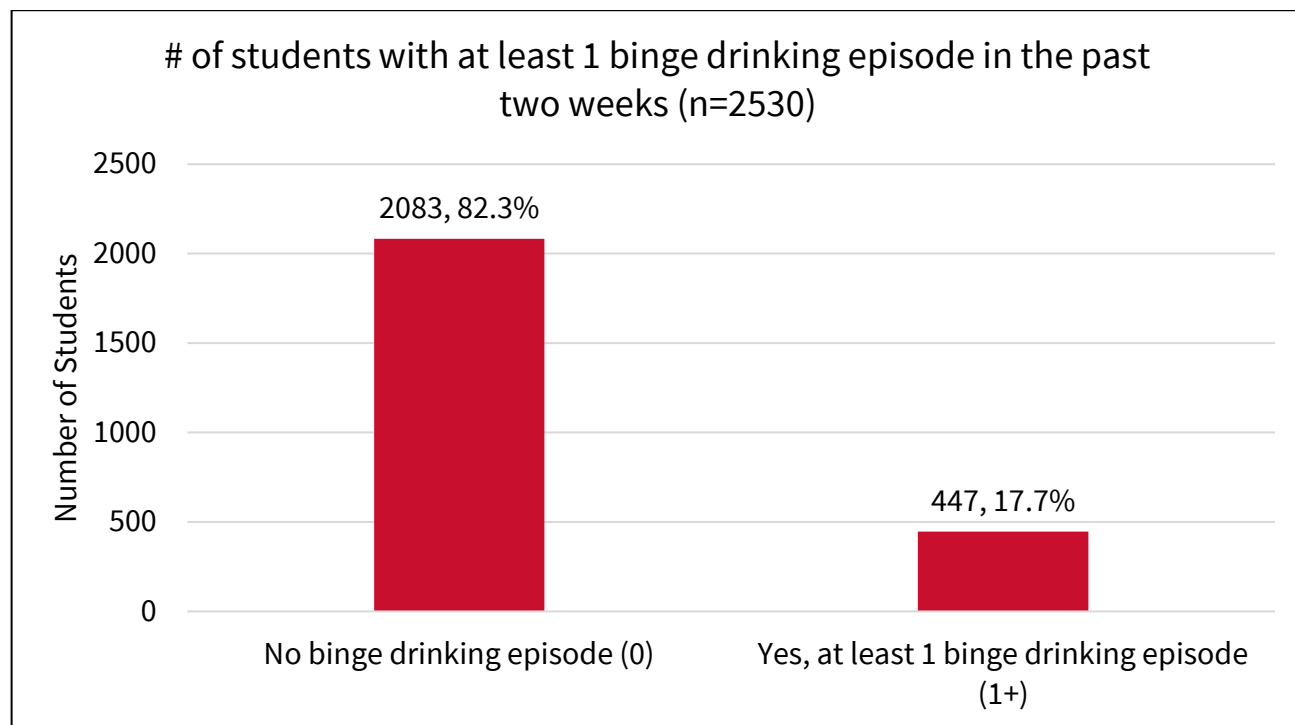
	University of Houston	National Reference Group	
Time Period	Winter 2023	2023-2024	
N	281	104729	
During the last two weeks, how many times have you had 4 (female), 5 (male), 4 or 5 (other gender) or more drinks in a row?			
Reporting no alcohol use in past 2 weeks ("No alcohol use")	60%		59%
	Female	Male	
Reporting yes to alcohol use, but 0 times having >4, 5, or 4/5 drinks in past 2 weeks	42%	54%	16%
Once	24%	11%	11%
Twice	18%	18%	8%
3 to 5 times	12%	7%	5%
6 to 9 times	0%	11%	1%
10 or more times	2%	0%	1%

	University of Houston	National Reference Group
Time Period	Winter 2023	2023-2024
N	274	104729
Over the past 30 days, have you used any of the following drugs? (Select all that apply)		
Marijuana	15.0%	19.0%
Cocaine (any form, including crack, powder, or freebase)	1.0%	0.5%
Heroin	1.0%	0.1%
Opioid pain relievers (such as Vicodin, OxyContin, Percocet, Demerol, Dilaudid, codeine, hydrocodone, methadone, morphine) without a prescription or more than prescribed	1.0%	0.3%
Benzodiazepenes	1.0%	0.4%
Methamphetamines (also known as speed, crystal meth, or ice)	1.0%	0.1%
Other stimulants (such as Ritalin, Adderall) without a prescription or more than prescribed	3.0%	0.8%
MDMA (also known as Ecstasy or Molly)	0.0%	0.2%
Ketamine (also known as K, Special K)	1.0%	0.2%
LSD (also known as acid)	1.0%	0.3%
Psilocybin (also known as magic mushrooms, boomers, shrooms)	1.0%	1.0%
Kratom	0.0%	0.3%
Athletic performance enhancers (anything that violates policies set by school or any athletic governing body)	0.0%	0.0%
Other drugs without a prescription	0.0%	0.4%
No, none of these	85.0%	80.0%

	University of Houston	National Reference Group
Time Period	Winter 2023	2023-2024
N	277	104729
Have you ever been diagnosed with any of the following conditions by a health professional (e.g. primary care doctor, psychiatrist, psychologist, etc.)? <i>Selected choice: Substance use disorder (e.g., alcohol abuse, abuse of other drugs)</i>	2%	2%

Wellbeing Improvement Survey for Higher Education Settings (WISHES)

WISHES has been distributed twice every fall and spring semester since October 2023. The charts below include data from surveys distributed during the biennium of this report.



Goal 2: Harm Reduction

Statement of Goal

Reduce the harmful impacts of substance misuse and promote more responsible use by expanding access to risk-reduction resources.

Discussion of Goal Achievement

A critical component of harm reduction is enforcement of substance use sanctions. 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 in the conduct system. Not every incident that is reported by UHPD is sent through the conduct system, and vice versa. Information on enforcement of alcohol and drug-related incidents by UHPD is discussed further on page 22.

The first table represents charges occurring on campus residential properties, and outside of residential facilities - whether it be in academic buildings, sports facilities, or student service buildings. The table shows data on 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 (SHRL)			
Code Violation	FY 23	FY 24	FY 25
3.17 Public Intoxication	31	6	0
3.19/ 3.20 Unauthorized Use of Alcoholic Beverages	15	34	32
3.22/ 3.23 Use, Manufact., Dist., Sale, Offer for Sale, or Possession. of Controlled Subs. or Drug Parap.	20	6	15
3.26a./ 3.27a Violation of SHRL Policies, Procedures and/or License Agreements (alcohol)	7	7	5
Code of Conduct Violations Occurring On-Campus (Outside of the Residence Halls)			
3.17 Public Intoxication	11	9	21
3.19/ 3.20 Unauthorized Use of Alcoholic Beverages	13	27	5
3.22/ 3.23 Use, Manufact., Dist., Sale, Offer for Sale, or Possession. of Controlled Subs. or Drug Parap.	2	9	1

The second table represents the sanctions imposed on students who received substance-related conduct violations. It is important to note students who fail to complete their assigned sanctions by the designated deadline will have a hold placed on their student account. This hold prevents them from registering for classes until the sanctions are fulfilled.

Distributed Sanctions for Substance-Related Conduct Violations			
Sanction/Action	FY 23	FY 24	FY 25
Verbal Warning	0	0	0
Ban from Housing	2	2	4
BASICS	17	17	36
CASICS	9	9	10
Community Service	1	1	6
Core Values Decision-Making Workshop	28	30	22
Disciplinary Probation	39	42	32
Marijuana 101 Workshop	0	0	0
Minor in Possession Class	23	23	5
Reflection Paper	9	8	46
Reprimand	1	1	0
Warning	4	4	21
Administrative Directive	0	0	0
Alcohol Rehabilitation Program	0	0	0
Other Sanctions	3	6	3

The third table represents the completion rate of students who received one of three substance use-specific interventions as their sanction. Interventions include Minor in Possession class, Brief Alcohol Screening and Intervention for College Students (BASICS), or Cannabis Screening and Intervention for College Students (CASICS). It is important to note that the Minor in Possession class stopped being sanctioned in 2025 due to lack of effectiveness. See recommendations for further discussion.

Sanctioned Substance-Specific Interventions						
	Minor in Possession Class		BASICS		CASICS	
Academic Year	Started	Completed	Started	Completed	Started	Completed
AY 24	15	16	13	10	8	7
AY 25	-	-	34	32	8	7

Goal 3: Recovery and Support Services

Statement of Goal

Facilitate access to comprehensive treatment options, including counseling, medical services, and recovery support, while spearheading education and outreach efforts to promote available treatment pathways, encourage help-seeking behaviors, and dismantle stigma.

Discussion of Goal Achievement

For counseling, Counseling and Psychological Services provides free mental health counseling to currently enrolled students and screens for substance use concerns in their intake process. Responses to substance use related questions from the intake process are included below.

Questions from Center for Collegiate Mental Health Standard Standardized Data Set September 1, 2023- August 31, 2025			
	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%

For medical services, the Student Health Center does not provide detoxification or rehabilitation for substance use disorders but does serve students in their primary care clinic for substance use-related concerns. In the 2023-2024 academic year, the Student Health Center served 22 patients for substance use-related appointments. In 2024-2025, the Student Health Center served 34 patients.

For recovery support, Cougars in Recovery (CIR) is a university department under the Division of Student Affairs that provides support to UH students in recovery from substance use disorders. In the 2023-2024 academic year, CIR served 75 student members. In 2024-2025, CIR served 77 student members.

Goal 4: Data and Evaluation

Statement of Goal

Collect, analyze, and report on substance use trends, program effectiveness, and campus climate data to inform evidence-based prevention, harm reduction, treatment, and outreach efforts while educating stakeholders on key findings.

Discussion of Goal Achievement

The University of Houston Police Department, under the supervision of the University of Houston System Clery Act Coordinator, collects crime statistics 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 referrals and arrests regarding substance violations.

University of Houston – Central Campus Referrals – Drug, Liquor, and Weapons Law Violations

Offense Type	Year	On Campus	Residential Facilities	Non-Campus Building	Public Property	Total
Drug Violations	2022	3	3	0	0	3
	2023	4	4	0	0	4
	2024	1	1	0	0	1
Liquor Law Violations	2022	3	2	0	0	3
	2023	2	2	0	0	2
	2024	8	4	0	0	8
Weapons Violations	2022	0	0	0	0	0
	2023	1	1	0	0	1
	2024	0	0	0	0	0

University of Houston – Central Campus Arrests – Drug, Liquor, and Weapons Law Violations

Offense Type	Year	On Campus	Residential Facilities	Non-Campus Building	Public Property	Total
Drug Violations	2022	8	5	0	0	8
	2023	11	8	0	1	12
	2024	16	7	0	2	18
Liquor Law Violations	2022	46	27	0	0	46
	2023	50	30	0	3	53
	2024	51	26	0	0	51
Weapons Violations	2022	4	2	0	1	5
	2023	1	0	0	5	6
	2024	1	0	0	0	1

Summary of Alcohol and Drug Program Strengths and Weaknesses

Strengths

Comprehensive Approach to Substance Use Programming

University of Houston addresses various components of the substance use programming continuum: prevention, harm reduction, screening, referral, intervention, and recovery. Multiple departments provide education and events centered on prevention and harm reduction. There are also a variety of pathways of intervention such as the conduct process or counseling services. Lastly, UH has a strong recovery community through Cougars in Recovery which includes an on-campus sober living option.

Personalization of Substance Use Interventions

When a student violates alcohol and drug policy outlined in the Student Code of Conduct, the Dean of Students Office tailors their response based on the needs of the student and appropriateness of the situation. If a student is sanctioned to complete BASICS or CASICS, UH Wellness also tailors their facilitation to address the individual student. Furthermore, options for personalized support extend beyond the conduct process such as free therapy and connections to community care through Counseling and Psychological Services (CAPS), check-ins through Cougars in Recovery, and After the Hospital: Your Recovery Road Map through Dean of Students.

Use of Evidence-Based Programming

University of Houston utilizes nationally recognized and evidence-based programs to address alcohol and other drug use. BASICS is ranked in the highest level of effectiveness according to the National Institute on Alcohol Abuse and Alcoholism's CollegeAIM. The University of Houston is also a JED Campus which utilizes an evidence-based approach, including institution-specific data, to prevent substance misuse. The University of Houston regularly collects data on student substance use and substance use support services through surveys like the Wellbeing Improvement Survey for Higher Education Settings (WISHES) and Healthy Minds. Lastly, faculty members of the Substance Use Disorder Advisory Committee (SUDAC) who conduct substance use research help inform the committee's efforts.

Collaboration of Student Support Departments

The university demonstrates strong collaboration in its response to substance use related incidents. Several campus partners including UHPD, Student Housing and Residential Life, Dean of Students, and UH Wellness work together and in conjunction with Houston community sobering centers to ensure a safe campus. Furthermore, the Division of Student Affairs consists of several departments that share the same mission of promoting student wellbeing, resulting in frequent collaboration on programming.

Weaknesses

Emphasis on Reactive Intervention rather than Proactive Promotion

University of Houston offers several programs after alcohol and drug misuse has already occurred including BASICS, CASICS, and Alcohol Education Program for Minors (AEPM). While mechanisms are in place to respond to incidents after they occur, the university's campus could benefit from a cultural shift towards more proactive health promotion that cultivates protective factors such as holistic well-being and social connection.

More Strategic Collaboration and Integration Needed

Several campus entities perform similar programming resulting in competition and redundancy of efforts where collaboration would have maximized impact. Furthermore, there is an opportunity to integrate more substance use and wellbeing programming into academics as this sector of the university tends to operate independently of the student affairs sector.

Lack of Systematic Evaluation for Biennial Review

There is room for improvement in evaluating and communicating the effectiveness of alcohol and other drug programs among providers of these programs. Establishing a cohesive and systematic evaluation process that can be used university-wide would result in better data collection and a more accurate reflection of substance use at UH. Recommendations include establishing a protocol for the next biennium to evaluate alcohol and drug prevention proactively instead of trying to consolidate miscellaneous data sources retroactively.

Transition of Staff in Charge of Biennial Review

There were significant staffing transitions in the health education and promotion office at UH in charge of the biennial review. This included the departure of two directors that served as the committee leads for the biennial review. These departures occurred near the end of the biennium covered in this report. Recommendations for the next biennium would be to hold task force meetings for the biennial review at least quarterly even in semesters when the biennial review is not due to assist with any future transitions.

Alcohol and Drug Policies for Annual Notification

Procedures for Distributing Annual Alcohol and Drug Notification to Students and Employees

Student Notification

To support a safe and healthy campus environment, the University of Houston ensures that all students are informed about the University's Drug and Alcohol Abuse Prevention Policy. Each academic session, students receive information about the university's drug and alcohol policies and prevention resources. This is part of the university's commitment to maintaining a drug-free campus and complying with federal regulations. In addition to the annual notification, students are contacted within 10 days of each Official Reporting Day (ODR) session date. This ensures that all students, regardless of when they begin their enrollment, receive timely and consistent information about:

- a. The University of Houston Drug and Alcohol Abuse Prevention Policy
- b. Available support resources and educational programs
- c. Expectations for student behavior regarding substance use

These communications are sent via email and include web links and attachments to policy documents.

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 are employed:

1. Annual Distribution of Drug and Alcohol Information to Employees
 - a. 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.
2. On-going Distribution of Drug and Alcohol Information to New Employees.
 - a. 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).

Policies Distributed to Students and Employees

A copy of the Annual Alcohol and Other Drug Notification with included University of Houston Substance Use Disorder Prevention Policy can be viewed in Appendix A.

Recommendations for Revising Alcohol and Drug Prevention Programs

Address Rise of High-Risk Drinking at Tailgates

University of Houston joined the Big 12 Conference in the 2023-2024 academic year. This may be a contributing factor to the rise in alcohol-related violations and high-risk drinking behaviors at tailgates for sporting events. Recommendations for the next biennium include continued partnerships with UH Athletics to sponsor sober tailgates at every home football game, increased enforcement of limiting the amount of alcohol allowed at each tailgating booth, integration of harm reduction education into obtaining a tailgating permit, and increased harm reduction resources at sporting events including (but not limited to) free food, water, rideshare vouchers, and messaging.

Discontinue Use of State-Sponsored Alcohol Education Program for Minors

Students that received minor in possession and/or minor in consumption charges were sanctioned by the Dean of Students Office to complete the state-sponsored alcohol education program for minors (AEPM) course. This pre-designed course proved ineffective at reducing high-risk drinking behaviors. Recommendations for the next biennium include changing the AEPM sanction to individual BASICS sessions, group BASICS sessions, or a university-produced alcohol education course.

Facilitate Integration of Proactive Health Promotion Across University

The university is strong in its reactive response to substance misuse. UH would benefit from incorporating a more proactive approach that promotes healthier substance use and overall wellbeing before intervention is needed. Recommendations include expanding and optimizing on multidepartment campaigns such as JED Campus, Substance Use Disorder Advisory Council, CoogsCARE, and Be Well, Do Well. It is recommended that this expansion includes integration between all sectors of the university (faculty, staff, students, and administration) to facilitate a greater cultural shift that emphasizes wellbeing.

Establish Systematic Evaluation Procedures

University entities tend to operate, and thus evaluate, independently. As a result, different evaluative measures, tools, and methods are used by different entities. Establishing a cohesive and systematic evaluation process that can be used university-wide would result in better data collection and a more accurate reflection of substance use at UH. Recommendations include establishing a protocol for the next biennium to evaluate alcohol and drug prevention proactively instead of trying to consolidate miscellaneous data sources retroactively. Continued convening of the biennial review committee is recommended after the completion of the current biennial review to establish this procedure.

Appendices

Appendix A: Annual Notification and Substance Use Disorder Prevention Policy



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 Substance Use Disorder Prevention Policy in two formats.

For your convenience you can go directly to the following link to read the UH Substance Use Disorder Prevention Policy: https://www.uh.edu/policies/_docs/mapp/06/060402.pdf or you can scroll down and read the policy in its entirety.

Required Fentanyl Prevention and Drug Poisoning Awareness Education

Fentanyl prevention and drug poisoning awareness refers to educational efforts designed to inform students about the dangers of fentanyl and other substances that can lead to overdose or poisoning. Fentanyl is a highly potent synthetic opioid, and even small amounts can be fatal, especially when unknowingly mixed into other drugs. Prevention education focuses on helping students understand the risks of fentanyl use, how to avoid accidental exposure, and the importance of making informed, safe decisions. Drug poisoning awareness expands on

this by teaching students to recognize the signs of overdose, respond appropriately in emergencies, and access life-saving resources such as naloxone (Narcan). These programs also include suicide prevention strategies and health education related to substance use and abuse, particularly among young adults. The goal is to reduce harm, promote safety, and connect students with campus and community support services.

If you have any questions or need assistance, please contact the Dean of Students Office.

Donell Young, J.D.
Associate Vice President for Student Affairs and Dean of Students
University of Houston
832-842-6183
dos@uh.edu

Substance Use Disorder Prevention Policy

I. 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: [NIDA.NIH.GOV](https://www.nida.nih.gov) | [National Institute on Drug Abuse \(NIDA\)](https://www.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 disorders available to them, and the penalties that may be imposed for drug- and alcohol related offenses. 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 [Drug Fact Sheets | DEA.gov](#).

- 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: [Cougars in Recovery](#).
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 [UH Wellness | University of Houston](#).
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 ([Student Health Center & Campus Pharmacy | University of Houston](#)) 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 a substance use disorder. Trained 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 [AllOne Health EAP | Human Resources | University of Houston](#).

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 [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 alcohol- or drug-related medical emergency 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

VI. REVIEW AND RESPONSIBILITY

Responsible Parties: Assistant Vice President for Student Affairs – Health and Well-Being
Associate Vice President, Human Resources

Review: Every two years

Effective: November 10, 2023