



University of Houston-Downtown

**Drug-Free Schools and Communities Act
Biennial Review Report 2020**

**The Drug-Free Schools and Communities Act (DFSCA)
Biennial Review 2020 (FY19 & FY20)**

Part One: Review of Alcohol and Drug Prevention Programs

- I. Introduction to the University of Houston-Downtown3
- II. Objective of the Biennial Review3
- III. Description of Drug and Alcohol Programs and Services
 - A. Policies and Regulations.....3
 - 1. Student Use of Alcoholic Beverages at UHD, Student Handbook.....3
 - 2. Drug and Alcohol Abuse Policy, Student Handbook4
 - 3. Alcohol and Drug Free Workplace, Staff Handbook7
 - 4. Drug and Alcohol Abuse Policy, Faculty Handbook7
 - B. Areas that provide relevant training
 - 1. Center for Student Diversity and Inclusion8
 - 2. Counseling Services8
 - 3. Employment Services and Operations.....8
 - 4. Gator Ally9
 - 5. Greek Life.....9
 - 6. Sports & Fitness.....10
 - 7. Student Activities10
 - 8. Student Affairs.....10
 - 9. Student Health Services10
 - 10. University Police10
 - C. Prevention and Education Programs.....11
 - D. Program Goals14

Part Two: Review of Alcohol and Drug Prevention Programs

- I. Members of the 2019/20 Biennial Policy Review Committee.....13
- II. Procedures for Distributing Policy to Staff, Faculty and Students13
- III. Policy Statement14

Part One: Review of Alcohol and Drug Prevention Programs

I. Introduction to the University of Houston-Downtown

The University of Houston-Downtown is a comprehensive four-year university offering bachelor's and selected master's degree programs and providing strong academic and career preparation as well as life-long learning opportunities. Located in the heart of the city, the University reflects the diversity of the Greater Houston Metropolitan Area and, through its academic programs, engages with the community to address the needs and advance the development of the region. UHD is an inclusive community dedicated to integrating teaching, service and scholarly research to develop students' talents and prepare them for success in a dynamic global society.

II. Objective of the Biennial Review

The Drug-Free Schools and Communities Act and the U.S. Department of Education's supporting regulations require that institutions of higher education adopt and implement programs "to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees on school premises or as part of any of its activities" (EDGAR Part 86 Subpart A 86.3). The regulations contain specific recommendations for the content of an institution of higher education's written notification and specify the items that the annual notification to students and employees must comprise.

In compliance, the Drug-Free Schools and Campuses Regulations also requires that institutions of higher education conduct a biennial review of their alcohol and drug programs and policies to determine program effectiveness and consistency of policy enforcement and to identify and implement any changes needed to either.

The required review has two objectives:

- 1) To determine the effectiveness of, and to implement any needed changes to, the alcohol and drug prevention program
- 2) To ensure that campuses enforce the disciplinary sanctions for violating standards of conduct consistently.

III. Description of Drug and Alcohol Programs and Services

A. Policies and Regulations

Student Use of Alcoholic Beverages at UHD, Student Handbook

1. PURPOSE

This PS sets forth regulations regarding the service, consumption, and distribution of alcoholic beverages to students at the University of Houston - Downtown (UHD). The University strictly adheres to all city, state, and federal laws governing the distribution and consumption of alcohol. The University is committed to the national initiative of preventing the abuse of alcohol.

2. POLICIES/PROCEDURES

- 2.1 The legal drinking age in Texas is 21. Alcoholic beverages served on the UHD campus may be distributed and consumed by students of legal age only in areas designated by the Dean of Students.

The use or possession of alcohol on any part of the university campus, other than a formally approved or designated area, is a violation of the Student Rights and Responsibilities Policy Statement 04.A.01.

- 2.2 The Dean of Students must be notified of the proposed sale and/or distribution of alcoholic beverages to students by any individual or organization at UHD and has the authority to approve or deny these activities.
- 2.3 Only licensed catering services approved by the Dean of Students may sell or distribute alcoholic beverages on the UHD campus.
- 2.4 Only registered student organizations will be allowed to conduct an event at which alcoholic beverages will be sold or distributed to students by the catering service or vendor.
- 2.5 The president or designated officer and the advisor of a registered student organization must read the Alcoholic Beverage Distribution Information form (Exhibit A) and must complete the request for Alcoholic Beverage Distribution Permit.
- 2.6 For a student organization, the completed Alcoholic Beverage Distribution Permit must be submitted to the Director of Student Activities at least four weeks before the date on which permission to serve alcohol is requested. The Director of Student Activities forwards a recommendation to the Dean of Students within five working days of submission.
- 2.7 The Dean of Students notifies the UHD Police Department when permission is granted to student organizations to hold an event at which alcoholic beverages will be distributed on the campus. The student organization receiving permission must make arrangements for police coverage directly with the UHD Police Department, not less than three (3) weeks prior to the event. The UHD Police Department will determine the number of police officers required for the event. Only UHD police officers or peace officers approved by the Chief of the UHD Police may be hired for the event. The sponsoring organization or department is responsible for payment of UHD police services.
- 2.8 State appropriated funds, student service fees, or University Center fees may not be used to purchase alcoholic beverages for any reason. Registered UHD student organizations may purchase alcoholic beverages for official student organization functions using funds which have been deposited into the student organization's agency fund account.
- 2.9 Alcoholic beverages may not be served or consumed in any vehicle owned or operated by UHD.

Drug and Alcohol Abuse Policy, Student Handbook

1. PURPOSE

This PS establishes the University of Houston-Downtown's guidelines for the enforcement of a drug and alcohol abuse policy.

2. DEFINITIONS

- 2.1 Drug Free Workplace Act of 1988: A federal statute relating to drug abuse policies that requires all employers with federal contracts, regardless of dollar amount, to certify as a condition of receiving a federal contract, that the employer will provide and maintain a drug-free workplace. A recipient of a federal grant must certify that the employer will provide and maintain a drug-free workplace. This act also requires federal contractors and grantees to publish and distribute a policy statement stating the prohibitions against the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances in the workplace. An ongoing drug-free awareness program must be established warning employees of the dangers of drug abuse.
- 2.2 Drug Free Schools and Communities Act of 1989: A federal statute that requires institutions of higher education, as a condition of receiving funds or any other form of financial assistance under any federal program, to certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
- 2.3 Employee: An individual receiving a salary, wages, other compensation, and/or stipend support from the University.
- 2.4 Employee Assistance Program (EAP): A service, plan, or set of benefits provided by an employer that includes counseling for personal or family problems, including mental health, substance abuse, gambling addiction, marital problems, parenting problems, emotional problems, or financial pressures, and may also provide legal and financial planning.
- 2.5 Illicit drug use: The use of an illegal drug substance or abuse of other drugs and alcohol.
- 2.6 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; (d) is attending an additional program sponsored by the University while that person is on campus; or (e) has engaged in prohibited conduct at a time when he/she met the criteria of (a), (b), (c), or (d).
- 2.7 Student Assistance Program (SAP): A service, plan or set of benefits provided by a university or school that includes counseling for personal or family problems, including mental health, substance abuse, gambling addiction, marital problems, parenting problems, emotional problems, or financial pressures, and may also provide legal and financial planning.
- 2.8 University activities: Activities officially sponsored by the University of Houston- Downtown.
- 2.9 Workplace: The physical boundaries of and facilities owned or controlled by the University of Houston-Downtown.

3. POLICY

- 3.1 The unlawful use, manufacture, sale, distribution, Drug and Alcohol Abuse Policy UH-Downtown/PS 01.A.05 Issue No. 3 Effective Date: 7/09/15 62 |UHD Student Handbook 2017 / 2018 dispensation, or possession of any illicit drug, including alcohol, in the workplace, on campus, or as part of any campus activities is strictly prohibited. PS 01.A.14, Use of Alcoholic Beverages, outlines the regulations for the service, consumption and distribution of alcoholic beverages on campus.
- 3.2 Any employee engaged in the unlawful possession, use, or distribution of illicit drugs or alcohol on campus or at campus-sponsored events held off campus will be subject to disciplinary action up to and including termination, depending on the severity of the infraction as outlined in PS 02.B.03, Discipline and Dismissal of Regular Staff Employees Policy, and may be referred to a drug and alcohol rehabilitation program, if deemed necessary. Employees referred for assistance must satisfactorily participate in a drug and alcohol abuse rehabilitation program, as agreed upon between the employee, Employment Services and Operations (ESO) and the Employee Assistance Program (EAP) staff.
- 3.3 Any student having violated PS 04.A.01, Student Rights and Responsibilities Policy, regarding the unlawful possession, use or distribution of illicit drugs and alcohol on campus or at campus sponsored events held off-campus will be subject to disciplinary action and referral to a drug and alcohol rehabilitation program, if deemed necessary. The Dean of Students or designee will enforce the disciplinary measures, as outlined in PS 04.A.01. Students referred for assistance must satisfactorily participate in a drug and alcohol abuse program, as agreed upon between the student, Dean of Students or designee, and the Student Assistance Program (SAP) staff.
- 3.4 An employee working on a federal contract or grant must notify his/her supervisor and Employment Services and Operations, within five (5) calendar days, if he or she is convicted of any criminal drug violation in the workplace.
- 3.5 The University will notify the appropriate contracting or granting agency within ten (10) days after receiving notice that a covered employee has been convicted of a criminal drug violation in the workplace.

4. PROCEDURES

- 4.1 Each student will receive a copy of PS 01.A.05, Drug and Alcohol Abuse Policy and the Drug and Alcohol Abuse Prevention Statement through the distribution of the Student Handbook, orientation, the UHD website, and/or information kiosks located on campus. The policy will be distributed by email to all students on an annual basis.
- 4.2 All new employees will be issued a copy of PS 01.A.05, Drug and Alcohol Abuse Policy, and the Drug and Alcohol Abuse Prevention Statement upon employment with the University.

- 4.3 PS 01.A.05, Drug and Alcohol Abuse Policy and the Drug and Alcohol Abuse Prevention Statement will be distributed by email to all employees on an annual basis.
- 4.4 The Staff Handbook will include information on the Drug and Alcohol Abuse Policy, and is available on the UHD website. All staff are required to sign a Statement of Acknowledgement acknowledging that they have read and understood the Staff Handbook.
- 4.5 This policy will be disseminated to faculty, staff and students when significant changes in the policy occur.
- 4.6 The University will provide information to faculty, staff and students about prevention, counseling and treatment of drug and alcohol problems through seminars and newsletters.
- 4.7 A biennial review and report of the Drug and Alcohol Abuse Policy and the Drug and Alcohol Prevention Statement will be conducted to assess the effectiveness of the policy and the prevention statement.

Staff Handbook

ALCOHOL AND DRUG FREE WORKPLACE (PS 01.A.05)

It is the policy of the University of Houston-Downtown that the unlawful use, manufacture, sale, distribution, dispensation, or possession of any illegal drug in the workplace, on campus, or as part of any campus activities is prohibited. Alcohol is included in this policy unless it is formally approved for a specific activity at a designated time and location. Any employee engaged in the unlawful possession, use, or distribution of illicit drugs or alcohol on campus or at campus-sponsored events held off-campus will be subject to disciplinary action and referral to a drug and alcohol rehabilitation program, if deemed necessary. Disciplinary measures may include written reprimand, suspension without pay, or termination, depending upon the severity of the infraction. Employees referred for assistance must satisfactorily participate in a drug and alcohol abuse rehabilitation program, as agreed upon between the employee, Employment Services and Operations, and the University's Employee Assistance Program (EAP). The University is committed to the maintenance of a drug-free environment, the dissemination of drug awareness information to the members of the campus community, and the enforcement of the provisions of the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act of 1989.

Faculty Handbook

Drug and Alcohol Abuse Policy (PS 01.A.05) and Smoke Free and Tobacco Free Environment Policy (PS 01.A.09)

In accordance with UHD's Drug and Alcohol Abuse Policy (PS 01.A.05) and UH's Drug and Alcohol Abuse Prevention Policy, University of Houston-Downtown prohibits the unlawful use, manufacture, sale, distribution, dispensation, or possession of any illegal drug in the workplace, on campus, or as part of any campus activities. Alcohol is included in this policy unless it is formally approved for a specific activity at a designated time and location. In accord with PS 01.A.09, tobacco use is also

prohibited inside UHD buildings, but it is permitted in designated smoking areas that are a minimum of 25 feet from entrances and doors. Any employee engaged in the unlawful possession, use, or distribution of illicit drugs or alcohol on campus or at campus-sponsored events held off-campus will be subject to disciplinary action and referral to a drug and alcohol rehabilitation program, if deemed necessary. Disciplinary measures may include written reprimand, suspension without pay, or termination, depending upon the severity of the infraction. Employees referred for assistance must satisfactorily participate in a drug and alcohol abuse rehabilitation program, as agreed upon between the employee, Employment Services and Operations, and the University's Employee Assistance Program (EAP). The University is committed to the maintenance of a drug-free environment, the dissemination of drug awareness information to the members of the campus community, and the enforcement of the provisions of the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act of 1989.

C. Areas that Provide Relevant Training

Center for Student Diversity & Inclusion S370, 713-221-5008 www.uhd.edu/administration/title-ix-equity-diversity/cdi

The mission of the Center for Student Diversity & Inclusion is to build a more inclusive, equitable, and welcoming campus climate for our students through co-curricular programming and trainings, mentoring opportunities, and collaborative outreach and advocacy efforts to promote diversity, equity, inclusion, and social justice, thereby enhancing the educational experience of our students and adding value to UHD degrees.

Counseling Services S445, 713-500-3852 (24 hrs.) www.uhd.edu/counseling

UHD Counseling Services provides counseling services to UHD students. The Student Counseling Program is designed to help you maximize your health and effectiveness at home, school or work. Through this program, you receive confidential, personal support for a wide range of issues, from everyday concerns to serious problems. Whether you want advice about a personal concern, need to talk to someone about drug use, or are simply feeling overwhelmed by school life, we can help. If you want to ask a question or request a service, just call our toll-free number 1-800-346-3549. You will be immediately connected to an experienced clinician. Available anytime, these clinicians are experts in helping people identify the nature of their problems and finding the right resources to address them. All records, including medical information, referrals and evaluations, are kept confidential in accordance with federal and state laws.

Employment Services and Operations (ESO), 713-221-8060 www.uhd.edu/eso

At ESO, our main goal is to provide a working environment that is conducive to carrying out the University's vision of becoming "a premier city university engaging all students in high-impact educational experiences," by providing our employees with quality services and support in all employment-related endeavors, enabling them to better service our community.

Whatever your job, title or responsibilities within the UHD community, your efforts are an important contribution to the overall success of our University and its mission and reinforce the sense of community we share.

In addition, we are committed to providing strategic and innovative policies, programs, practices and services that:

- Attract, develop, reward and retain a diverse and talented workforce.
- Foster a work environment where employees feel valued.
- Respond to the changing nature of work and the workplace environment.

Gator Ally Program S370, 713-221-5008 <https://www.uhd.edu/administration/title-ix-equity-diversity/cdi/Pages/gator-ally-mission-goals.aspx>

The UHD Gator Ally Program began as the UHD Safe Zone Program, established in 2010 to provide support for LGBTQ students, faculty, and staff on campus. In fall 2019, the name was changed primarily to reflect the measurable improvement in campus climate at UHD for LGBTQ members of the campus community, and to move from a strategy of establishing "safe zones" on campus—which suggests that other areas of campus are "unsafe"—to a strategy of recognizing the entire campus as by definition a safe space, and to provide a growing cadre of LGBTQ-supportive allies to carry on the work of providing support for LGBTQ members of the UHD campus community. The mission of the UHD Gator Ally Program is to empower students, faculty, and staff to build a more inclusive, equitable, and welcoming campus environment for all members of the UHD community, and particularly for LGBTQ members of the campus community. The Gator Ally Program provides training to students, faculty, and staff who wish to become Gator Ally Program members willing both to make themselves available as listeners and as advocates for LGBTQ persons, and to confront the ignorance of homophobia and heterosexism wherever on campus such ignorance is expressed.

Greek Life S204, 713-221-8573 www.uhd.edu/greeklife

Greek life is an exciting part of the UHD community that students can experience and join as they matriculate at UHD. The community is known for academic excellence and leadership across campus. At the beginning of each semester the Greek Life office hosts a "Meet the Greeks" event that introduces interested students to the different Greek organizations on campus and their requirements for membership. The qualifying G.P.A for most groups is at least a 2.5. Additionally, students need to have completed at least one semester at UHD before attempting to join these organizations. It is the mission of Greek Life to foster a quality fraternal and sorority experience for members and contribute to the University community by:

- Enhancing student development through membership in fraternities and sororities;
- Promoting the development of a community comprised of values-based organizations, including both individual chapters and the governing council;
- Engaging students in values-based decision making and programming consistent with the four common pillars of Greek life: 1) Academic Excellence 2) Leadership Development 3) Community Service 4) Brotherhood/Sisterhood.

Current Greek Organizations at UHD include: National Pan-Hellenic Council (NPHC), Alpha Kappa Alpha Sorority Inc., Delta Sigma Theta Inc., Kappa Alpha Psi Fraternity Inc., Phi Beta Sigma Fraternity Inc., Zeta Phi Beta Sorority Inc., Multicultural Greek Council (MGC), Gamma Alpha Omega Sorority Inc., Kappa Delta Chi Sorority Inc., Omega Delta Phi Fraternity Inc., Sigma Kappa Omega Sorority Inc., Sigma Lambda Beta Fraternity Inc., Sigma Lambda Gamma Sorority Inc.

Sports and Fitness Student Life Center, 713-221-8225 www.uhd.edu/sports&fitness • sports&fitness@uhd.edu

Sports & Fitness serves as a vital and integral part of student life on campus. The department strives to meet the dynamic needs and interests of students by providing programs and services that promote positive physical and mental health; encourages lifetime interest in active, healthy lifestyles; and provide student leadership opportunities that complement the academic experience. Sports & Fitness supports the mission of UHD by creating a climate that motivates members to embrace a healthy lifestyle which can enhance their academic studies, build friendships and social skills, develop leadership qualities and cultivate a sense of inclusion and belonging to the university. UHD students are second to none and deserve a first rate program.

Student Activities S204, 713-221-8573 www.uhd.edu/sa

The Office of Student Activities is dedicated to supporting the mission of the University of Houston – Downtown by enriching the college experience outside the classroom. It is our mission to enhance student learning and personal development through active participation in co-curricular activities, social programs, community involvement and leadership development. We provide holistic programming and activities that integrate social and cultural enrichment to teach, lead and prepare students for success in a dynamic global society. The Office of Student Activities provides services for student organizations, fraternities and sororities, offers leadership development opportunities, fosters way to give back to the community through service, and provides a social environment with the Student Lounge. With over 90 student organizations, including Greek organizations and numerous programs to choose from, the Office of Student Activities offers students a world of opportunities to become involved at UHD and in the community. Let us help you find a way to get involved. For more information visit our website at uhd.edu/sa.

Dean of Students S380, 713-221-8100 www.uhd.edu/student-affairs

The Office of the Dean of Students supports the mission of the University of Houston Downtown, by serving as a resource and guide to students, providing critical student support services, and complimenting the classroom experience. This office is also responsible for carrying out the university's student discipline policies, disseminating information, interpreting University policy, rules and procedures, and problem resolution. The goal of this office is to increase student enrollment, and support student success, retention and graduation.

Student Health Services S445, 713-221-8137 www.uhd.edu/health

Student Health Services focuses on health promotion, disease prevention, and treatment of minor illnesses and injuries. Clinicians provide the same primary care found in most physicians' offices (including women's health) and offer referrals to specialists in the community when necessary. Routine laboratory services, pregnancy testing, and confidential HIV testing are provided. The clinic offers select services throughout the year. Appointments are recommended for these services. In addition, Student Health Insurance information is available on-line. www.uhd.edu/health.

University Police N118, 713-221-8065 www.uhd.edu/police-department

The UHD Police Department provides a safe and secure environment for the university community. Keeping our campus safe for the students, staff and faculty is of paramount importance to every

department on campus. Protect your personal property (cell phone, laptop, books, etc.) at all times. The Police Department strongly recommends that personal property not be left unattended at any time. Stay alert to your surroundings and the actions of people around you. When possible, travel in groups of two or more especially after dark and always walk in well-lit, heavily traveled areas. Trust your instincts. If you feel uncomfortable in a place or situation, change directions, go to an emergency phone, into a public building, call Campus Police 713-221-8065 or dial 911 in the event of an emergency. If you see something suspicious, say something by contacting the police department. UHD provides a network of emergency phones on campus, which are mounted in yellow call boxes. They are located in all parking lots and in numerous places within each of our buildings. Pushing the call button activates a direct phone line with UHD PD that automatically pinpoints the caller's location. Additional information on campus safety and security is provided on the UH-Downtown Police Department's web site at www.uhd.edu/police-department. This site contains information on crime statistics, safety and crime prevention, campus policies on alcohol, firearms and sexual assault, crime alerts and more. Emergency alerts are directed to your university contact information and the Police Department strongly recommends that you update your university contact information regularly.

D. Prevention and Education Programs

Various programs throughout the two years in question dedicated to promoting awareness among students, faculty and staff regarding drug and alcohol issues as well as sexual assault awareness programming included:

Date	Drug & Alcohol Programming	Sponsored by
9/12/2018	Greek 101: Hazing, Alcohol and Title IX	UHD Student Activities
9/27/2018	National Hazing Prevention Week Awareness	UHD Student Activities
10/5-7/2018	Harbor Institute National Conference	UHD Student Activities
11/14/2018	Health Fair: Dangers of Drinking and Driving	UHDPD
2/7-11/2019	Greek Life: AFLV Central Conference	UHD Student Activities
3/7/2019	Health Fair: Dangers of Drinking and Driving	UHDPD
3/8/2019	Pledge to Drive Safe and Sober	Omega Delta Phi
3/21/2019	Bayou Bash: Safe Spring Break	UHD SGA
4/7/2019	Alcohol Awareness	UHDPD
9/11/2019	Greek 101: Hazing, Alcohol and Title IX	UHD Student Activities
9/26/2019	National Hazing Prevention Week Awareness	UHD Student Activities
10/16/2019	LGBTQ+ Awareness	UHD Student Activities
1/17/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
1/20/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
1/23/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
1/25/2020	Omega Delta Phi Conference: Safety & Drug Awareness	UHDPD
1/30/20 - 2/2/20	Greek Life: AFLV Central Conference	UHD Student Activities
2/6/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
2/10/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
2/14/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion

2/17/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
2/26/2020	Health Fair: Drug & Alcohol Abuse Prevention	UHDPD
3/5/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
3/26/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
3/30/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
4/2/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
4/3/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
4/9/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
4/10/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
4/22/2020	Spring 2019 Drug Jeopardy	UHD Sports & Fitness
4/30/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
6/10/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
6/12/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
6/22/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
6/24/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
7/2/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
7/6/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
7/10/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
7/13/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
7/16/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
7/17/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
7/22/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
7/23/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion
7/28/2020	LGBTQ Awareness: Addiction	UHD Center for Diversity and Inclusion
7/29/2020	Gator LGBTQ Ally Training: Addiction	UHD Center for Diversity and Inclusion

Date	Sexual Assault Awareness Programming	Sponsored by
8/3/2018	Orientation: Campus Safety	UHDPD
9/12/2018	Greek 101: Hazing, Alcohol and Title IX	UHD Student Activities
9/17/2018	Pizza with the Police: Campus Safety	UHDPD
9/27/2018	National Hazing Prevention Week Awareness	UHD Student Activities
10/5-7/2018	Harbor Institute National Conference	UHD Student Activities
1/14-17/2019	Welcome Week: Campus Safety	UHDPD
1/29/2019	Pizza with the Police: Campus Safety	UHDPD
1/30/2019	Self Defense Workshop	UHD Sports & Fitness
2/7-11/2019	Greek Life: AFLV Central Conference	UHD Student Activities
2/21/2019	Women/Men Empowerment Session	UHD Student Activities
3/21/2019	Women's History Month: Honoring Women Veterans	UHD Veterans Services
4/23-24/2019	Sexual Assault Awareness Month: It's On Us Pledge	UHD Greek Life

9/11/2019	Greek 101: Hazing, Alcohol and Title IX	UHD Student Activities
9/26/2019	National Hazing Prevention Week Awareness	UHD Student Activities
10/16/2019	LGBTQ+ Awareness	UHD Student Activities
1/13-15/2020	Welcome Week: Campus Safety	UHD PD
1/16/2020	The Invisible Project	UHD Veterans Services
1/17/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
1/18/2020	The Invisible Project	UHD Veterans Services
1/20/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
1/23/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
1/29/2020	Self Defense Workshop	UHD Sports & Fitness
1/30/20 - 2/2/20	Greek Life: AFLV Central Conference	UHD Student Activities
2/6/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
2/10/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
2/14/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
2/17/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
2/18/2020	Black History Month: Women's Empowerment	UHD SGA
3/5/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
3/26/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
3/30/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
4/2/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
4/3/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
4/9/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
4/10/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
4/30/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
6/10/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
6/12/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
6/22/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
6/24/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
7/2/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
7/6/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
7/10/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
7/13/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
7/16/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
7/17/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
7/22/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
7/23/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion
7/28/2020	LGBTQ Awareness: Sexual Assault	UHD Center for Diversity and Inclusion
7/29/2020	Gator LGBTQ Ally Training: Sexual Assault	UHD Center for Diversity and Inclusion

Regular distribution of pamphlets, flyers and emails with educational material regarding alcohol and drug abuse as well as sexual assault awareness.

Student Counseling Services: Face to face counseling, Access to an interactive web-site (liveandworkwell.com), and 24/7/365 access to a clinician over the phone.

The Employee Assistance Program: access to an interactive web-site (liveandworkwell.com) and 24/7/365 access to a clinician over the phone.

E. Program Goals

- A. The University of Houston - Downtown is committed to the development and maintenance of a drug free environment on the campus as well as an environment that prohibits the abuse of drugs and alcohol.
- B. A drug and alcohol abuse prevention program is in operation and accessible to all members of the campus community. The campus is committed to the further expansion of that program and the dissemination of drug awareness information to the members of the campus community.
- C. The University of Houston-Downtown is committed to enforcing the provisions of the Drug Free Workplace Act of 1988 and the Drug Free School and Communities Act of 1989 and believes that these acts and their implementation regulations provide a proper framework for the drug and alcohol abuse policies of the campus.

Part Two: Review of Alcohol and Drug Prevention Programs

I. Members of the 2019/20 Biennial Policy Review Committee

- Dr. Meritza Tamez, Dean of Students
- Jonathan Schneider, Acting Assistant Dean of Students
- Dr. Rhonda Scherer, Associate Director of Sports & Fitness
- Trenshae' Gilbert, Assistant Director of Student Activities
- NaQui Davidson, Program Coordinator, Student Diversity, Equity, & Inclusion

II. Procedures for Distributing Policy to Staff, Faculty and Students.

- Student Handbook
- Staff Handbook
- Faculty Handbook
- UHD Website
- Annual Student Affairs Distribution to UHD students
 - Sent out with a welcome email to all students with Student Handbook attached.

- Annual ESO Distribution to UHD Faculty and staff

As part of the Drug-Free Schools and Communities Act Amendments of 1989, the University of Houston-Downtown is required to distribute drug and alcohol prevention information to all employees as mandated by the Drug-Free Schools and Communities Act Amendments of 1989. This information must include:

1. Standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs and alcohol.
2. A statement of disciplinary sanctions the institution will impose for violations.
3. Drug and alcohol counseling, treatment, or rehabilitation programs available to employees.
4. The health risks associated with the use and abuse of drugs and alcohol.
5. A description of applicable local, state, and federal laws and sanctions related to abuse of drugs and alcohol.

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989, you are receiving the attached UHD Drug and Alcohol Abuse Policy. This policy strictly prohibits the unlawful use, manufacture, sale, distribution, dispensation, or possession of any illicit drug, including alcohol, in the workplace, on campus, or as part of any campus activities.

III. Policy Statement

PS 01.A.05

<https://www.uhd.edu/administration/employment-services-operations/resources/Documents/PS01A05.pdf>