

## Concordia University Texas

<b>Policy</b>		Effective Date:	September 2014
RM02 – Alcohol and Other Drugs		Last Revision Date:	July 23, 2020
Corporate Owner:	VP, Administration	Operational Owner:	Enterprise Risk Management
Revision Cycle:	Every year	Page No:	Page <b>1</b> of <b>5</b>

### I. Purpose

---

To establish policy that establishes boundaries and guidelines for the responsible use of alcohol by faculty, employees, students of legal age, and supports programs for the prevention of illegal use of alcohol and other drugs (AOD) on the premises of Concordia University Texas or as part of any sanctioned or sponsored activities. This policy prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by faculty, students and employees, as required by the Drug-Free Schools and Communities Act (DFSCA) with 1989 Amendments, as articulated in the Education Department General Administrative Regulations (EDGAR) Part 86, applicable to all institutions of higher education which accept federal funds or financial aid.

### II. Scope

---

This policy applies to all faculty, students and employees of Concordia University Texas on the Main Campus, remote learning sites as well as at university sanctioned or sponsored events wherever occurring.

### III. Definitions

---

For purposes of this policy, the following definitions are assigned:

**BAC:** Blood Alcohol Content

**DFSCA:** Drug-Free Schools and Communities Act

**EDGAR:** US Department of Education General Administrative Regulations

**AOD:** Alcohol and Other Drugs

**IHE:** Institute of Higher Education

**Bartender:** Person(s) certified by Texas Alcoholic Beverage Commission (TABC) to serve alcoholic beverages

### IV. Policy Statement

---

In compliance with the DFSCA with Amendments of 1989, Concordia University Texas prohibits the unlawful possession, use or distribution of alcohol and other drugs (AOD) to faculty, students, guests and employees on its campus or as part of any sponsored activities.

## Concordia University Texas

<b>Policy</b>		Effective Date:	September 2014
RM02 – Alcohol and Other Drugs		Last Revision Date:	July 23, 2020
Corporate Owner:	VP, Administration	Operational Owner:	Enterprise Risk Management
Revision Cycle:	Every year	Page No:	Page <b>2</b> of <b>5</b>

All members of the Concordia community – employees, students and guests – are subject to all federal, state and local laws and/or ordinances regulating the sale, possession and use of alcoholic beverages at any event sponsored or hosted by the university.

Being intoxicated or under the influence of AOD at any Concordia event is prohibited. Any employee or student or other participant deemed to be intoxicated or under the influence of AOD may be removed from the event/activity and subject to further disciplinary action as applicable by law and university policy.

Consumption of alcohol is not a job requirement or in any way a condition of employment at Concordia, nor is it a condition to participate in any Concordia-related activity.

### **A. Concordia-Sponsored Social Events on Campus:**

- Social events on campus may serve alcohol with an authorized bartender in charge of dispensing alcohol, requiring proof of age of anyone appearing to be under the age of 30 years old, in order to be served alcohol.
- Service to an intoxicated person of any age is prohibited.
- The venue in which the event takes place shall be designated as “exclusive use” with appropriate signage indicating the limits of alcohol consumption.
- When alcohol is served, non-alcoholic beverage choices shall be available and prominently visible.
- Social events on campus hosted by student organizations and/or are intended primarily for a student audience regardless of age are not permitted to serve alcohol.
- All alcohol provided at Concordia-sponsored events on campus must be purchased/acquired by Concordia. Alcohol may not be served which is provided by a private party unless contracted to do so by Concordia.
- Public advertising of events on campus at which alcohol is to be served shall not include any reference to alcohol

## Concordia University Texas

<b>Policy</b>		Effective Date:	September 2014
RM02 – Alcohol and Other Drugs		Last Revision Date:	July 23, 2020
Corporate Owner:	VP, Administration	Operational Owner:	Enterprise Risk Management
Revision Cycle:	Every year	Page No:	Page <b>3</b> of <b>5</b>

- For events serving alcohol hosting more than 50 participants, prior notification to campus police is required?

### **B. Off-campus Use of Alcohol During University Business**

- Alcohol consumption during social and business events off-campus (restaurants, conferences, galas, etc.), but hosted by the university or conducted as official business of the university, is permitted.
- Drinking to excess is strictly prohibited as is in any way being under the influence of AOD – regardless of BAC. If an employee finds himself under the influence of AOD, he must immediately remove himself from the work environment, finding alternate transportation where necessary.
- Reimbursement for reasonable alcoholic beverage consumption for employees and guests of the university is permitted, subject to the pre-approval of the purchaser's supervisor.
- Public advertising of events off campus at which alcohol is to be served shall not include any reference to alcohol.

### **C. Use of Alcohol by Third Party Rental Clients**

- Use of alcohol by third party rental clients is permitted provided the following:
  - The request is presented to and approved by the Enterprise Risk Management Team, and
  - CTX Police is notified prior to the event and present for the duration of the event at the cost of the third party rental client.
  - Waivers are signed by third party rental client releasing CTX and its assigns of all liability associated directly or indirectly with losses and/or damages associated with the event.

## Concordia University Texas

<b>Policy</b>		Effective Date:	September 2014
RM02 – Alcohol and Other Drugs		Last Revision Date:	July 23, 2020
Corporate Owner:	VP, Administration	Operational Owner:	Enterprise Risk Management
Revision Cycle:	Every year	Page No:	Page <b>4</b> of <b>5</b>

- Public advertising of events hosted by third party rental clients at which alcohol is to be served shall not include any reference to alcohol
- Bartenders approved by CTX are responsible for serving alcohol, and
- All requirements articulated in the rest of this policy are adhered to

### **D. Use of Alcohol by Campus Residents 21 Years of Age and Older**

- Campus residents who are employees and of legal drinking age (excluding student workers) may use alcoholic beverages in their designated residence. Use of AOD outside the designated residence (including common hallways, community areas, offices, study rooms, etc.) is prohibited.
- Campus residents who are students and of legal drinking age may use alcoholic beverages in their designated residence as permitted under the conditions set forth in the Student Polices and subject to the standards of the Student Code of Conduct.

### **E. Sale of Alcoholic Beverages:**

- Alcoholic beverages shall not be sold on campus.
- Accountability systems, such as tickets or vouchers along with bartender assessment upon consumption may be used as a means of controlled distribution.

### **F. Storage of Alcohol**

- Alcohol shall be stored in a secured area, behind a locked door, out of the view of the general public or casual passerby. It is the responsibility of the individual approving the purchase of alcohol to keep the alcohol secure and know how much alcohol he is responsible for at any point in time and to prevent loss or unauthorized access to it.

### **G. Personal Use of AOD**

- Personal use of alcohol and other drugs on Concordia premises is prohibited.
- Bring Your Own Beverage (BYOB) is not permitted on Concordia premises or at Concordia-sponsored events or activities.

## Concordia University Texas

<b>Policy</b>		Effective Date:	September 2014
RM02 – Alcohol and Other Drugs		Last Revision Date:	July 23, 2020
Corporate Owner:	VP, Administration	Operational Owner:	Enterprise Risk Management
Revision Cycle:	Every year	Page No:	Page 5 of 5

### H. Intoxication:

- Intoxication or abuse of AOD is not permitted. In the event that a person is found to be acutely intoxicated, that person shall be referred to an appropriate health care facility by a security or law enforcement professional.
- Alcohol-related incidents shall be reported to Campus Police.

### I. Exceptions To This Policy:

- Exceptions may be made to this policy on a case-by-case basis. All exceptions are issued in writing by the Enterprise Risk Management Team.

## V. Additional References

---

[Employee Handbook](#)

[Student Handbook](#) (includes the Student Code of Conduct)

[EDGAR 86 \(Title 34, CFR, Part 86\)](#)