

Alcohol and Other Drugs (AOD)

Policy No. (To be assigned)

Authority:	President/CEO	Effective Date:	Sep 2014
		Last Revision Date:	Sep 2014
Responsible Official:	Chief of Staff	Review Cycle:	Annual

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

III. Definitions

DFSCA. Drug-Free Schools and Communities Act

EDGAR. US Department of Education General Administrative Regulations

AOD. Alcohol and Other Drugs

IHE. Institutions of Higher Education

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

IV. Policy Statement

In compliance with the Drug Free Schools & Communities Act with Amendments of 1989, Concordia University Texas prohibits the unlawful possession, use or distribution

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of alcohol and other drugs (AOD) to faculty, students, guests and employees on its campus or as part of any sponsored activities.

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 students or those who appear to be under 21 years of age, in order to be served alcoholic beverages. Service to an intoxicated person of any age is prohibited. Social events on campus hosted by student organizations and intended primarily for a student audience are not allowed to serve alcohol.

Social events on campus at which alcohol will be served require the advance approval of the Level I/II budget officer authorized to sponsor, schedule or host the event. The venue in which the event is scheduled shall be designated as “exclusive use” with appropriate signage indicating the limits of alcohol consumption. When alcohol is served, non-alcoholic beverage choices will be available and prominently visible.

Off campus use of alcohol during university business

Alcohol consumption during social and business events off-campus, but hosted by the university or conducted as official business of the university, is permitted.

Reimbursement for reasonable alcoholic beverage consumption for faculty, employees and guests of the university host is allowed, subject to the pre-approval of the Level I/II budget officer responsible for the event. Receipt coding shall include a comment that indicates the expense includes charges for alcohol and pre-approval authority. In those cases where pre-approval could not be obtained before the event or the expense was incurred by the Level I/II budget officer, accounting may flag the expense report for second review by the CEO, CFO or Chief of Staff.

Members of the Concordia community—faculty, students, and employees plus guests on the premises—are subject to all federal, state, and local laws or ordinances regulating the sale, possession and use of alcoholic beverages at any event sponsored or hosted by the university. Those of legal drinking age who consume or serve alcoholic beverages are expected to set a positive example about the responsible and legal use of alcohol and to discourage alcohol-related behavior that is abusive to oneself or to others. For campus residents who are of legal drinking age, the use of alcoholic beverages in the residence halls is permitted under conditions set forth in Student Policies and subject to the standards of the Student Code of Conduct. Serving alcohol to minors is not permitted under any circumstances.

Sale of alcoholic beverages

Alcoholic beverages may 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. Intoxication or abuse is not permissible. In the event that a person is found to be acutely intoxicated, that person will be referred to an appropriate health care facility. Alcohol-related incidents will be reported to campus police. Alcohol is not permitted on campus by third-party facility rental clients.

Further amplification of the AOD Prevention Program shall be provided in the employee handbook and Student Policies specifically addressing standards of conduct, legal penalties for violating federal, state, and local laws and ordinances regarding AOD, disciplinary sanctions for violations of university policy, health risks associated with AOD use, and counseling and treatment options to which faculty, students and employees may be referred.

V. Additional References

Employee Handbook

Student Policies (accessible on the Student Services page of the CTX website)

Student Code of Conduct

EDGAR 86 (Title 34, CFR, Part 86)