

34.02.01.S1 Drug and Alcohol Abuse Awareness and Prevention



Revised [May 17, 2021](#)

Next Scheduled Review: May 17, 2026

Check to view [Revision History](#).

Rule Summary

The System Offices of The Texas A&M University System (system) is committed to a drug-free environment and protecting the safety, health and well-being of all employees and individuals who come in contact with its property and facilities.

Rule

1. PROHIBITION AND CONSEQUENCES

All System Offices employees are expected to comply with federal, state, and local drug laws as well as system policy, regulations and rules. Failure to comply may result in disciplinary action, up to and including termination. An employee who violates any state or federal law pertaining to controlled substances, illicit drugs, or the use of alcohol may be subject to prosecution in accordance with the law. Legal sanctions for violation of local, state and federal laws may include, but not be limited to: fines, probation, jail or prison sentences.

2. RESPONSIBILITY

System Offices prohibits alcohol abuse and illicit drug use. Employees must report to their manager, or to System Offices Human Resources, any use of illegal drugs or alcohol abuse that could adversely affect their job performance.

3. TESTING

All System Offices employees are subject to reasonable suspicion testing for drugs and/or alcohol whenever there is reason to believe that any employee may have used drugs or alcohol in violation of this rule. System Offices' determination that reasonable suspicion exists is based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee, including behavior or symptoms which may indicate chronic and/or withdrawal effects of the use of controlled substances. In addition, a job-related accident or near-accident involving human error may trigger a reasonable suspicion test request.

4. EMPLOYEE ASSISTANCE

System Offices offers the services of its Employee Assistance Program (EAP) to benefit eligible employees and their immediate family members with drug and/or alcohol abuse

problems. The EAP can provide an evaluation and referral to appropriate services and rehabilitation programs that emphasize education, prevention, counseling and treatment. The cost of any such services may be covered under the employee's health insurance plan. The EAP provides confidential assistance to employees to identify and resolve personal concerns so that employees are better able to perform their jobs. It is the employee's responsibility to seek assistance before an alcohol or drug problem leads to disciplinary action.

5. DRUG AND ALCOHOL ABUSE AWARENESS AND EDUCATION

System Offices is committed to providing alcohol and drug education in addition to early intervention and referral services as described in Section 4. Drug and alcohol abuse can result in a wide range of health problems as well as lead to excessive costs each year through lost production, health and medical expenses, motor vehicle accidents, crime, and drug and alcohol programs.

Additional assessment, intervention and referral services are offered through local community and state and federal programs. Community service hospitals can be contacted for emergency care. Other community services include therapists, counselors, treatment centers, and support groups. For assistance in identifying an appropriate service, contact the EAP or System Offices Human Resources.

Related Statutes, Policies, or Requirements

[System Policy 34.02, Drug and Alcohol Abuse](#)

[System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs](#)

Contact Office

System Offices Human Resources
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