
DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

LeTourneau University is a place for those who learn by doing. We are makers, doers, creators. We are small enough to give every student hands-on professional experience and comprehensive enough to assemble outstanding faculty in dozens of academic programs. The world is our mission field, where our graduates carry the Good News of Jesus Christ.

VISION STATEMENT

Claiming every workplace in every nation as our mission field, LeTourneau University graduates are professionals of ingenuity and Christ-like character who see life's work as a holy calling with eternal impact.

MISSION STATEMENT

LeTourneau University is a comprehensive institution of Christian higher education where educators engage learners to nurture Christian virtue, to develop competency and ingenuity in their professional fields, to integrate faith and work, and to serve the local and global community.

OVERVIEW AND GOALS

LeTourneau University is committed to implementing, assessing, and continuously improving an effective Drug and Alcohol Abuse Prevention Program (DAAPP).

BIENNIAL REVIEW PERIOD

Following the suggested guidance provided in the *Drug-Free Schools and Communities Act*, LeTourneau University will conduct a biennial review of its DAAPP at the conclusion of each even-numbered calendar year. The timeframe reviewed in this 2018 report covers the program's implementation from the academic years 2018-2019 and 2019-2020.

GOALS:

The goals of this biennial review are as follows:

- Identify the nature and frequency of alcohol and drug related violations involving LETU Camps, LETU students, and employees, both on and off campus.
- Ensure that LETU enforces sanctions consistently for violations of the DAAPP.
- Inventory and evaluate the existing prevention efforts offered to students, faculty and staff.

DATA COLLECTION AND REVIEW:

To assess the effectiveness of our drug and alcohol related programming, our committee reviewed the following information:

- Policy violations and sanctions records from the office of Student Life
- Employment policy violations related to substance abuse on file with the office of human resources.
- Relevant crime records from the university police department.
- Information from the athletic department regarding alcohol and drug usage on our athletic teams.
- Existing prevention efforts offered to students, faculty, and staff.

Information and committee determinations regarding each of reviewed items follows.

REVIEW OF STUDENT POLICY VIOLATIONS

The following student offenses and sanctions for the 2018-2019 and 2019-2020 school years were recorded:

- Alcohol violations: 17 (sanctions listed below)
 - Disciplinary probation: 11
 - Mentoring/ Counseling: 5
 - Alcohol 101 course: 2
 - Other educational response: 1
 - Parental notification: 3
 - Removal from student leadership: 1
 - Disciplinary warning: 2
- Drug violations: 10 (sanctions listed below)
 - Disciplinary Probation: 9
 - Suspension: 2
 - Parental notification: 7
 - Marijuana 101: 8
 - Mentoring or Counseling: 6
 - Random Drug Testing: 2

REVIEW OF STUDENT ATHLETE VIOLATIONS

Athletic Department records for drug/alcohol related offenses among Student Athletes were also reviewed. Each of these students participated in our university conduct process and their violations are included in the statistics reported above. Student athletes found responsible for alcohol use are automatically required to miss 10% of regular season athletic contests and perform 10 hours of LETU service. Student athletes found responsible for drug use (or a second offense of alcohol use) are automatically required to miss 50% of regular season athletic contests and perform 30 hours of LETU service. The following student athlete offenses and for the 2018-2019 and 2019-2020 school years were recorded:

- Alcohol Violations: 7
 - Baseball
 - Men's Basketball
 - Women's Tennis: 2
 - Men's Tennis: 2
 - Volleyball
- Drug Violations: 5
 - Baseball (same as above)
 - Men's Soccer: 2
 - Women's Basketball
 - Women's Soccer

Review of Employment Policy Violations

The LETU Office of Human Resources reported one drug violation and one alcohol violation among staff for the 2018-2019 and 2019-2020 school years. Both employees were terminated. There were no violations among faculty.

REVIEW OF UNIVERSITY POLICE RECORDS

No drug or alcohol violations were reported by the University Police for the 2018-2019 or 2019-2020 school years.

REVIEW OF PREVENTION EFFORTS

Web Based Alcohol or Drug Education

Under the Influence by 3rd Millennium Classrooms

(Description from 3rd Millennium website)

“The course includes six lessons on key issues such as effects on health, drinking and driving, state-specific laws, and alcohol/prescription interactions. Under the Influence is tailored for each user.

Students receive a confidential drinking profile that summarizes personal drinking-related problems, compares drinking habits with social norms, challenges personal expectations, and provides a range of non-drinking strategies.”

Marijuana 101 by 3rd Millennium Classrooms

(Description from 3rd Millennium website)

“The course is consistently updated with the latest and strongest drug research available. 6 lessons cover a variety of key issues such as marijuana dependence, effects of marijuana, mental health issues, synthetic marijuana, local laws and legalization issues, and legal penalties associated with use.

The course is tailored for each user. Students receive a confidential personalized-feedback profile that summarizes marijuana-related use and negative consequences, compares individual use with social norms, challenges personal expectations, and provides a range of strategies to quit.”

Support Services

Addiction Counseling

Our university Center for Counseling has several LPC’s trained in addiction counseling and continues to help students develop healthy, drug-free lifestyles.

Campus Programming

National Night Out

Our University Police Department hosts an evening event to help promote campus/community safety. Among other offerings, our National Night Out has included an emphasis on alcohol safety and allowed students to participate in a simulated drunk driving experience to demonstrate the dangers of driving intoxicated.

POLICY STRENGTHS AND WEAKNESSES: RECOMMENDATIONS FOR REVISION

After reviewing the above information, our committee has identified the following strengths and weaknesses:

STRENGTHS

- The culture and mission of our university supports our efforts to keep our campus alcohol and drug free. Our faith-based values and history call our entire community to exemplify and uphold our DAAPP with integrity.
- Our small campus and close working relationships allows timely cross-departmental communication and action. University Police, Student Life, Athletics, and the Counseling Center are in regular communication about student well-being and support.
- A favorable staff/faculty to student ratio allows for close supervision of students both in and out of the classroom, particularly in the residence halls, which house 75% of our students.

- Our processes are adequately fair and consistently enforced in official conduct cases. As an additional protection to students: students who are found responsible for violating our code of conduct may submit an appeal to our judicial review committee after receiving their sanctions.
- The culture of our student body predominantly reflects the same mission and values of our institution, making our goal of a drug-free campus one that is supported by students.

WEAKNESSES

- We lack self-reported data about the frequency and intensity of drug and alcohol use.
- We have not maximized opportunities to partner across campus and outside the university to educate students about drugs and alcohol.
- Some of our programming efforts were not possible due to the COVID-19 outbreak.

RECOMMENDATIONS

Based on our review, the committee proposes the following suggestions for improvement to our DAAPP.

- Develop a robust webpage containing our drug and alcohol policy as well as additional information and resources. Annually administer an anonymous survey to gauge drug and alcohol use among our students.
- Present the DAAPP to all new students during New Student Orientation.
- Provide more resources and passive programming such as pamphlets, flyers, and posters to raise and maintain awareness of our DAAPP.
- Intentionally incorporate more educational elements to our large-scale campus programming.
- Return to normal programming employed before the COVID-19 outbreak.

LETOURNEAU UNIVERSITY

DRUG AND ALCOHOL PREVENTION POLICY

PHILOSOPHY

LeTourneau University (LETU) seeks to foster a drug and alcohol-free environment in which to learn, work, live, and grow. As a Christian university, we seek to approach alcohol and drug abuse with compassion, concern, and directness. This approach requires a consistent enforcement of the policies on alcohol and other drugs and substances as outlined in this policy. The purpose of this policy is to ensure a safe environment that reflects the mission of LETU and our goal to foster a healthy campus community.

POLICY STATEMENT

The LETU campus, all other University-owned or leased property, and all University-sponsored activities – on or off campus – are alcohol, drug, and tobacco free. The use, possession, or distribution of alcoholic beverages, illicit drugs, tobacco, or other controlled substances (including the misuse of prescribed medications or use of any substance with the intent of becoming impaired/intoxicated) on the LETU campus is prohibited and violates this policy as well as the University's standard of conduct. This policy applies to all students, registered student organizations, visitors, and guests on or in university owned or operated property, or engages in on-campus and off-campus activities that are considered university activities, including events and officially sanctioned field trips. LETU is operating in conformity with the Drug-Free Schools and Communities Act of 1989 (Public Law 101-336) and the Drug-Free Workplace Act of 1988. The following summarizes LETU's policy and program.

HEALTH & LIFESTYLE RISKS

- **Alcohol.** Health hazards associated with the excessive use of alcohol or with alcohol dependency include dramatic behavioral changes, retardation of motor skills, and impairment of reasoning and rational thinking. These factors result in a higher incidence of accidents and accidental death for such persons compared to nonusers of alcohol. Nutrition also suffers and vitamin and mineral deficiencies are frequent. Prolonged alcohol abuse can cause any or all of the following: bleeding from the intestinal tract, damage to nerves and the brain, impotence, psychotic behavior, loss of memory and coordination, damage to the liver often resulting in cirrhosis, severe inflammation of the pancreas, and damage to the bone marrow, heart, testes, ovaries and muscles. Damage to the nerves and organs is usually irreversible. Cancer is the second leading cause of death in alcoholics and is 10 times more frequent than in nonalcoholics. Sudden withdrawal of alcohol from persons dependent on it will cause serious physical withdrawal symptoms. Drinking during pregnancy can cause fetal alcohol syndrome. Overdoses of alcohol can result in respiratory arrest and death.
- **Drugs.** The use of illicit drugs usually causes the same general types of physiological and mental changes as alcohol, though frequently those changes are more severe and more sudden. Death or coma resulting from overdose of drugs is more frequent than from alcohol.

- **Cocaine.** Cocaine is a stimulant that is most commonly inhaled as a powder. It can be dissolved in water and used intravenously. The cocaine extract (crack) is smoked. Users can progress from infrequent use to dependence within a few weeks or months. Psychological and behavioral changes which can result from use include over-stimulation, hallucinations, irritability, sexual dysfunction, psychotic behavior, social isolation, and memory problems. An overdose produces convulsions and delirium and may result in death from cardiac arrest. Cocaine dependency requires considerable assistance, close supervision and treatment.
- **Amphetamines.** Patterns of use and associated effects are similar to cocaine. Severe intoxication may produce confusion, rambling or incoherent speech, anxiety, psychotic behavior, ringing in the ears, and hallucinations. Intense fatigue and depression resulting from use can lead to severe depression. Large doses may result in convulsions and death from cardiac or respiratory arrest.
- **MDA and MDMA (XTC, ecstasy).** These amphetamine-based hallucinogens are sold in powder, tablet, or capsule form and can be inhaled, injected, or swallowed. They cause similar, but usually milder, hallucinogenic effects than those of LSD. Because they are amphetamines, tolerance can develop quickly and overdose can happen. Exhaustion and possible liver damage can occur with heavy use. In high doses, these drugs can cause anxiety, paranoia and delusions. While rare, these drugs have been associated with deaths in users with known or previously undiagnosed heart conditions.
- **Rohypnol (rophies, roofies, rope).** This drug is in the same category of drugs as Valium, a benzodiazepine, but is more potent than Valium. Initially, it causes a sense of relaxation and a reduction of anxiety. At higher doses, light-headedness, dizziness, lack of coordination and slurred speech occur. The drug affects memory and, in higher doses or if mixed with other drugs or alcohol, can result in amnesia for the time period the user is under the influence. Because of this amnesia effect, Rohypnol has been given intentionally to others to facilitate sexual assault and other crimes. Combining this drug with other sedating drugs, including alcohol, will increase the intensity of all effects of the drug and, in sufficient doses, can cause respiratory arrest and death. Dependency can occur.
- **Heroin and other opiates.** Addiction and dependence can develop rapidly. Use is characterized by impaired judgment, slurred speech, and drowsiness. Overdose is manifested by coma, shock, and depressed respiration, with the possibility of death from respiratory arrest. Withdrawal problems include sweating, diarrhea, fever, insomnia, irritability, nausea, vomiting, and muscle and joint pains.
- **Hallucinogens or psychedelics.** These include LSD, mescaline, peyote, and phencyclidine or PCP. Use impairs and distorts one's perception of surroundings, causes mood changes, and results in visual hallucinations that involve geometric forms, colors, persons, or objects.
- **Solvent inhalants (e.g., glue, lacquers, plastic cement).** Fumes from these substances cause problems similar to alcohol. Incidents of hallucinations and permanent brain damage are more frequent with chronic use.
- **Marijuana (Cannabis).** Marijuana is usually ingested by smoking. Smoking marijuana causes disconnected ideas, alteration of depth perception and sense of time, impaired judgment and impaired coordination. Prolonged use can lead to psychological dependence.
- **Damage from intravenous drug use.** In addition to the adverse effects associated with the use of a specific drug, intravenous drug users who use unsterilized needles or who share needles with other drug users can develop HIV, hepatitis, tetanus (lock jaw), and infections in the heart. Permanent damage or death can result.

- **Synthetic cannabis (K2 and Spice).** This is a psychoactive designer drug derived of natural herbs sprayed with synthetic chemicals that, when consumed, allegedly mimic the effects of cannabis. Synthetic cannabis can precipitate psychosis and in some cases it is prolonged. These studies suggest that synthetic cannabinoid intoxication is associated with acute psychosis, worsening of previously stable psychotic disorders, and also may have the ability to trigger a chronic (long-term) psychotic disorder among vulnerable individuals such as those with a family history of mental illness.

UNIVERSITY REGULATIONS REGARDING ALCOHOL AND OTHER DRUGS

All students are held responsible to applicable federal, state, and local laws, as well as LETU policies regarding alcohol and other drugs and substances. When violations of law or policy come to the attention of LETU officials, students may be referred for prosecution and University sanctions will be imposed. Harm to persons or damage to either private or University property arising from actions of intoxicated individuals on the premises of the University will be the full and sole responsibility of such individuals. The University reserves the right to require a student to show proof of an alcohol or drug free condition. Refusal of sobriety or drug testing will be treated as admission of use.

- For all students enrolled as traditional/residential or dual enrollment students, or for those participating in University Athletics or living in University housing, it is a violation to promote, distribute, sell, possess, or use alcohol, narcotics, or tobacco on or off campus regardless of the student's age.
- For all students enrolled as global/online students who are not participating in University Athletics or living in University housing, it is a violation to promote, distribute, sell, possess, or use alcohol, narcotics, or tobacco on or off campus regardless of the student's age.
- It is a violation to be in the company of others who are drinking alcohol, using a controlled substance, or displaying alcohol containers or drug-related paraphernalia on University property or in vehicles parked on campus.
- It is a violation to misrepresent one's age for the purposes of purchasing or consuming alcohol. This includes possessing a fraudulent ID. Possessing a fake ID may result in University probation on the first offense.
- Operating a motor vehicle while under the influence of alcohol or a controlled substance is a serious threat to oneself and the community and may result in immediate suspension, expulsion, or dismissal. Anyone who injures another person as a result of driving under the influence may be permanently dismissed.
- The attempt to obtain, use, possess, distribute, or sell and amount of any potentially harmful or illegal drug (including marijuana), any substance with the intent of becoming impaired/intoxicated, or drug-related paraphernalia is strictly prohibited. Anyone involved in the sale or distribution of any such drugs or substances on or off campus may be dismissed.
- Promoting the consumption of drugs or alcoholic beverages is prohibited. Displays of any kind that promote a lifestyle of alcohol or drug use are not allowed.
- Any student or student organization who supplies alcohol at University sponsored off campus events will be subject to disciplinary action.
- Hosting, assisting, or promoting an off-campus gathering that includes drinking, drunkenness, or drug use is a violation of University policy and may result in suspension.

- Any student who encourages another to consume alcoholic beverages or any substance as a means to induce that individual to engage in behavior that would otherwise be against that person's will is subject to dismissal.
- Any student who sexually assaults another person who is intoxicated or impaired is subject to immediate dismissal.

SANCTIONS

Sanctions, alone or in any combination, may be imposed upon any student found to have violated the Community Standards. Sanctions for violating LETU's Drug and Alcohol Prevention Policy may include any combination of the following:

- Warning, probation, suspension, or dismissal
- Restriction or loss of privileges
- Discretionary sanctions such as writing a paper or completing a project
- Housing reassignment
- Restitution for losses or damages
- Participation in an alcohol/drug education course at the student's expense
- Parental notification
- Random and routine drug testing at the student's expense for a prescribed period of time.
- Withholding or revocation of degree

In addition to any of the individual sanctions listed above, student organizations and clubs may also be subject to:

- Loss of registration as a registered student club or organization. Loss of registration includes loss of all student activity fees and University funding and all rights and privileges accorded to registered student organizations

AMNESTY STATEMENT

Students who seek help for substance abuse problems can be assured that confidentiality will be observed within the limits of the law. Where federal and state laws permit, the University will not impose sanctions when a student seeks assistance for substance abuse or any other problem of a similar nature.

In addition to on-campus amnesty, during the 2011 Texas Legislative Session, a new law was passed commonly referred to as the **911 Lifeline Law**. This new law states that "there is no penalty for consumption or possession of alcohol by a minor if the minor was the first person to request emergency medical assistance in response to the possible alcohol overdose of the minor or another person, and remained on the scene until the medical assistance arrived, and cooperated with medical assistance and law enforcement personnel." [*Texas Alcoholic Beverage Code Sec. 106.04, 106.05*]

LEGAL PENALTIES AND SANCTIONS APPLICABLE TO DRUG AND ALCOHOL USE

- **A. Federal Penalties and Sanctions**

- 21 United States Code 844(a):
1st conviction: Up to one year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.
 - After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years, and fined at least \$2,500 but not more than \$250,000, or both. After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years, and fined at least \$5,000 but not more than \$250,000, or both.
 - Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years, and fined up to \$250,000, or both, if:
 - (a) 1st conviction and the amount of crack possessed exceeds 5 grams.
 - (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
 - (c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.
 - Special sentencing provisions for possession of flunitrazepam: Imprisoned for not more than 3 years and/or fined.
 - 21 United States Code 853(a)(2) and 881(a)(7):
Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment. (See special sentencing provisions re: crack.)
 - 21 United States Code 881(a)(4):
Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance.
 - 18 United States Code 922(g):
Ineligible to receive or purchase a firearm.
 - Miscellaneous:
Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual federal agencies.
- **B. State Penalties and Sanctions**
 - Texas Penal Code Sec. 49.02:
Being intoxicated in public such that one is a danger to oneself or others is a Class C misdemeanor, punishable by a fine of up to \$500.
 - Texas Alcoholic Beverage Code Sec. 1.05, 101.31:
It is illegal to possess or distribute alcoholic beverages in a dry area. Violation of this law is a Class B misdemeanor and carries a penalty of up to \$2,000 and/or up to 180 days confinement.
 - Texas Alcoholic Beverage Code Sec. 106.02, 106.04-106.05, 106.071:
The purchase, possession, or consumption of alcoholic beverages by a person under 21 years of age subjects that person to a fine of up to \$500 for the first offense and at least \$250 up to \$2,000 for the second offense and/or 180 days confinement.
 - Texas Alcoholic Beverage Code Sec. 106.06:
Furnishing alcoholic beverages to a minor is a Class A misdemeanor and punishable by a fine of up to \$4,000 and/or up to one year in jail.
 - Texas Education Code Sec. 37:122:
The possession of an intoxicating beverage on the grounds of any public school is a Class C misdemeanor and carries a penalty of up to \$500.
 - Texas Penal Code Sec. 49.04:
Driving under the influence of alcohol is a Class C misdemeanor and punishable by a fine

of up to \$500 and a minimum confinement of 72 hours and/or up to 180 days in jail for the first offense and up to a \$2,000 fine and a minimum of 30 days confinement and and/or up to 180 days in jail for subsequent offenses.

- If found with an open container in the person's immediate possession, the minimum confinement period extends to six days.
- Texas Alcoholic Beverage Code Sec. 106.07:
A person under 21 years of age who misrepresents his or her age for the purpose of purchasing alcohol beverages commits a Class C misdemeanor and may be punished by a fine of up to \$500.
- Texas Health and Safety Code Sec. 481.102-106, 481.115-118:
The illegal distribution, possession, or use of controlled substances may be punished by 5 years to life in prison and up to a \$250,000 fine.
- Texas Health and Safety Code Sec. 481.112-120:
The delivery or possession of controlled substances with the intent to manufacture controlled substances is punishable by a jail term of 10 years to life and up to a \$250,000 fine.
- Texas Health and Safety Code Sec. 481.122:
The distribution of marijuana to a minor is punishable by 2 to 20 years in prison and/or up to a \$10,000 fine.

- **C. Local Penalties and Sanctions**

- Longview Code Sec. 10-8 (b): During certain hours in public unlawful:
- It shall be unlawful for any person in the city to consume any alcoholic beverage in any public place or for any person to possess any alcoholic beverage in any public place for the purpose of consuming the same in such public place at any time on Sunday between the hours of 2:15 a.m. and 12:00 noon, and on all other days at any time between the hours of 2:15 a.m. and 7:00 a.m. Alcoholic beverages may not be sold in public places at any time on Sunday between the hours of 2:00 a.m. and 12:00 noon, and all other days at any time between the hours of 2:00 a.m. and 7:00 a.m., unless otherwise provided for by statute or ordinance.
- Longview Code Sec. 64-21. Alcoholic Beverages in Parks:
- A person commits an offense if the person possesses or consumes an alcoholic beverage in a park.
- A person commits an offense if the person enters or remains in a park while having any detectable amount of alcohol in the person's system.
- Unless otherwise specifically set forth in state law as adopted, allegation and evidence of culpable mental state are not required for the proof of an offense defined by this section.

ALCOHOL AND DRUG ABUSE SUPPORT SERVICES

LETU's Student Life Staff and the LETU Center for Counseling are available to assist students seeking help for alcohol and drug abuse problems. The support offered includes:

- Assessment – meeting with students to assess the extent of their problem with alcohol or other drugs.

- Intervention – working with various personnel in an attempt to reach out to people in trouble and provide them access to appropriate help.
- Short-term Counseling – as appropriate, providing counseling to students who can benefit from therapy sessions.
- Referral/Aftercare – assisting students in finding specialized care including outpatient therapy or inpatient treatment.
- Campus Awareness – working with student organizations to coordinate projects or programs to focus attention on the dangers of drug and alcohol abuse and also problems of dependency.
- Education – giving presentations and online training on the effects of chemical dependency and/or alcohol and drug abuse.

Long-term rehabilitation and therapy is not provided through the University, but information and referrals to such services available locally will be furnished.

The following organizations provide assistance to individuals dealing with drug and alcohol problems:

- Health Core Mental Health Crisis Line – 1-800-832-1009
- Good Shepherd Medical Center Switchboard – 903-315-2000
- East Texas Clinic (Opiate Addiction Support) – 903-759-4966
- Women’s Center of East Texas – 1-800-441-5555
- East Texas Council of Alcoholism and Drug Abuse – 903-753-7633 or 1-800-441-8639
- Substance Abuse Hotline – www.drughelp.org or 1-800-662-HELP
- Alcoholics Anonymous -- www.aa.org
- Celebrate Recovery – www.celebraterecovery.org

Further information about drug and alcohol treatment options for employees is described in the University Faculty/Staff Handbook.

ADMINISTRATIVE RESPONSIBILITY

The Dean of Students has overall responsibility to administer, support, and enforce the Drug and Alcohol Prevention Policy.

The University has appointed a Standing Committee to implement and review programs and policies to support alcohol and drug prevention. This committee is composed of:

Director of the Counseling Center
 Chief University Police
 Director of Human Resources
 Director of Health Services
 Student Representative
 Director of Residence Life
 Dean of Students
 Director of Financial Aid
 Director of Athletics

Any member of the campus community who violates the Drug and Alcohol Prevention Policy will be subject to disciplinary action:

- A student who violates the Drug and Alcohol Prevention Policy is subject to referral and adjudication through the student conduct process and applicable local or state legal authorities.
- A student organization that violates the Drug and Alcohol Prevention Policy is subject to referral to the applicable student organization conduct process with possible sanctions including a written reprimand, education mandates, restriction, or loss of privileges, and loss of official recognition. Individual members of the student organization may also be referred to the student conduct process for their involvement in the violations pursuant to this section.
- An employee (e.g., faculty and staff) who violates the Drug and Alcohol Prevention Policy will be referred to the Office of Human Resources for appropriate action according to the Faculty/Staff Handbook and applicable local, state, and federal law.
- A contractor or vendor performing work on University property found to be in violation of the Drug and Alcohol Prevention Policy will be subject to sanctions commensurate with the offense consistent with local, state, and federal law, up to and including termination of contract.
- A visitor to campus found to be in violation of the Drug and Alcohol Prevention Policy will be subject to sanctions commensurate with the offense consistent with local, state, and federal law, up to and including removal from University property.

DISTRIBUTION OF ANNUAL NOTIFICATION

Annual Notification will be distributed to students each Fall and in the Spring to students beginning their LETU enrollment in Spring through email. Notice of this policy will also be included in the Student Handbook, which is available on the university website. A notice of this handbook and links to it is sent out by email at the start of each semester. This process is coordinated by the Office of Student Life.

Annual Notification will be distributed to employees through email each September. New employees will also receive notification of this policy during New Employee Orientation. This process will be coordinated by the Human Resources office.

BIENNIAL REVIEW

In compliance with the Drug-Free Schools and Campuses Regulations, LETU will conduct a biennial review of Drug and Alcohol Prevention programs and policies to determine program effectiveness and consistency of policy enforcement, and to identify and implement any needed changes. This review will be conducted by the Dean of Students, with support and cooperation from the University Drug and Alcohol Prevention Program Committee. The biennial review will be published in January of odd years reporting on the previous two years of program efforts.