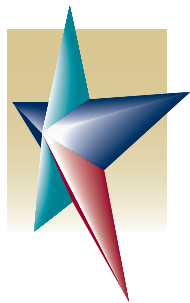




Drug and Alcohol Abuse Prevention Program

PROVIDING AWARENESS AND RESOURCES



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Table of Contents

STATEMENT OF PURPOSE	1
BIENNIAL REVIEW	1
ANNUAL NOTIFICATON	2
STANDARDS OF CONDUCT	3
Policies Applicable to Students/Students Organizations	3
Policies Specific to an Academic Program	4
Policies Applicable to Employees	4
LOCAL, STATE AND FEDERAL SANCTIONS.....	5
Legal Sanctions	5
Local Laws Regulating Alcohol and Drug Use	5
Texas Laws Regulating Alcohol and Drug Use	5
Texas Drug Law.....	6
Offenses under Texas Law Chart.....	7
Consumption Related to Reported Sexual Assault.....	8
International Students	9
HEALTH RISKS	10
Schedule I -IV Drugs.....	10
Schedule IV Drugs.....	11
Drug Class of Substance Chart.....	12
Health Risks Associated with Alcohol Abuse.....	18
Short-Term Health Risks.....	18
Long-Term Health Risks	18
Educational Consequences of Alcohol and Other Drug Abuse.....	18
ALCOHOL AND OTHER DRUG RESOURCES	20
Resources Applicable to Students.....	20
Resources Applicable to Employees	21
Resources Applicable to Students and Employees.....	21
DISCIPLINARY SANCTIONS.....	31
Student Sanctions	31
Employee Sanctions.....	32
APPENDICES	32
Appendix 1:	
Federal Trafficking Penalties for Schedules I, II, III, IV and V (except Marijuana)	33
Appendix 2:	
Federal Trafficking Penalties for Marijuana, Hashish & Hashish Oil, Schedule 1	34
Appendix 3:	
Employee Standards of Conduct DH (Local)	35

Statement of Purpose

Tarrant County College (TCC) is dedicated to providing a safe, drug- and alcohol-free environment for students, employees, and visitors. The following Drug and Alcohol Abuse Prevention Program (DAAPP) will support Tarrant County College's commitment to promoting and maintaining an alcohol-and drug-free college.

The Drug-Free Schools and Communities Act of 1989 (20 U.S.C. § 1011i, 34 C.F.R. Part 86), requires that all colleges adopt and implement a drug and alcohol abuse prevention program (DAAPP) to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees on College premises or as part of any of its activities. The DAAPP must be and will be distributed annually to all students enrolled and all employees.

The DAAPP must include:

- (1) Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on College property or as part of any of College activities;

- (2) A description of the applicable legal sanctions under local, state or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- (3) A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- (4) A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- (5) A clear statement that TCC will impose disciplinary sanctions on students and employees (consistent with local, state, and federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct noted above.

This DAAPP is intended to comply with the requirements of the Drug-Free Schools and Communities Act of 1989 and applies to all students and employees of the institution. Questions about this DAAPP should be directed to Dr. Renetta Wright, District Director of Student Affairs, at (817)515-5255 or via email at renetta.wright@tccd.edu.

Biennial Review

The law further requires that the institution conduct a biennial review of its program with the following objectives:

- Determining the effectiveness of the program and implementing changes if they are needed; and
- Ensuring that disciplinary sanctions are consistently enforced.
- The number of drug- and alcohol-related violations and fatalities occurring on campus or as part of campus activities that are reported to campus officials; and

- The number and types of sanctions the College imposes on students or employees as a result of such violations or fatalities.

Tarrant County College conducts a biennial review of the DAAPP on even-numbered years to meet these objectives and provide these statistics.

During the fall semester of even-numbered calendar years, the College will form a committee consisting of representatives from Academic Affairs, Student Affairs and Human Resources to conduct a biennial review of the DAAPP.

The DAAPP biennial review will draw upon available data sources which may include, but are not limited to, the following:

1. number of drug- and alcohol-related disciplinary sanctions imposed;
2. number of drug- and alcohol-related referrals for counseling or treatment;
3. number of drug- and alcohol-related incidents recorded in the logs of campus public safety or other law enforcement officials;
4. number of drug- and alcohol-related incidents of vandalism;
5. number of students or employees attending self-help or other counseling groups related to alcohol or drug abuse; and/or
6. student, faculty and employee attitudes and perceptions about the drug and alcohol problem on campus.

Each review will determine the program's effectiveness and will ensure that sanctions imposed for violations of the standards of conduct identified in the DAAPP are consistently enforced. The review must also identify any changes to be implemented during the next biennium should any changes be necessary following the review.

Furthermore, each Biennial Review Report will disclose the following statistics, as required by law:

1. The number of drug and alcohol-related violations and fatalities that occur on the institution's campus (as defined by the Clery Act) or as part of any of the institution's activities that are reported to campus officials; and
2. The number and type of sanctions that are imposed by the institution as a result of drug- and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities.

The report will cover the prior two academic years and will result in a written Biennial Review Report. The Report will describe the research methods and data analysis tools the College used to determine the effectiveness of the DAAPP and will identify the offices or officials that have conducted the Biennial Review.

A copy of the final Biennial Review Report will be signed by the College Chancellor and maintained on location. A copy of the report will be provided upon request.

Annual Notification

All enrolled students will be sent this policy each semester to ensure that all students enrolled for academic credit receive the DAAPP each year, as required. The District Office of Student Affairs is responsible for ensuring distribution of this policy to all enrolled students.

Human Resources is responsible for ensuring distribution of this policy to all employees. Employees will be sent this policy via email in January of each

year. Employees hired after the initial distribution of the DAAPP will be provided with this policy as part of the employee's new hire paperwork. Further, the Director of Employee Relations also distributes this policy on a case-by-case basis as deemed necessary through the employee code of conduct.



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Standards of Conduct

TCC prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities. Pertinent standards of conduct applicable to students and employees are presented in this section.

Policies Applicable to Students/Student Organizations

With respect to students and student organizations, the Student Code of Conduct specifically prohibits the following:

Alcohol - Use, consumption, possession, furnishing, manufacturing, or distribution of alcoholic beverages (except as expressly permitted by College regulations), open containers, or public intoxication is prohibited. Alcoholic beverages may not, in any circumstance, be used by, possessed by, or distributed to any person under twenty-one (21) years of age.”¹

Illegal Substances/Drugs - Use, possession, sale, manufacturing, or distribution of narcotics or other controlled substances except as expressly permitted by law. Any drugs and or paraphernalia found to be in the students’ possession will be considered to be the student’s possession whether or not he or she has purchased or furnished the items in question. Items confiscated will not be returned. Illegal substance use includes:

- a. Illegal or improper use of prescription medicines including steroids. All prescription medicines must be kept in their original bottle and must have the prescription from the doctor noted on the bottle.
- b. Possession of drug paraphernalia, including but not limited to: water pipes, scales, needles, clips, rolling papers, bongs etc.; any device that may be associated with drug use, regardless of whether it is purchased or handmade, even as props for filming.
- c. Legal substances used in an improper manner (e.g. ingesting a cleaning chemical, inhaling other chemical substances for the purpose of intoxication)

Other prohibited conduct, as well as detailed procedures outlining the process by which the institution will determine student/organization responsibility for alleged violations of college regulations is outlined in the Student Code of Conduct, available at <https://catalog.tccd.edu/>

¹ As provided by Alcoholic Beverage Code 106.16(b)–(c), “Notwithstanding any other law, a minor may taste an alcoholic beverage if:

1. The minor is at least 18 years old and is enrolled:
 - a. As a student at a public institution of higher education that offers a program in culinary arts, viticulture, enology or wine technology, brewing or malt beverage technology, or distilled spirits production or technology; and
 - b. In a course that is part of the program;
2. The beverage is tasted for educational purposes as part of the curriculum for the course described by item 1b;
3. The beverage is not purchased by the minor; and
4. The service and tasting of the beverage is supervised by a faculty or staff member who is at least 21 years of age.

A public institution of higher education is not required to hold a license or permit to engage in the activities authorized under this section.

Policies Specific to an Academic Program

Individual academic programs may have additional requirements or restrictions related to alcohol and other drugs, the links below will provide program specific information.

[Anesthesia Technology](#)

[Central Sterile Processing](#)

[Dental Hygiene Program](#)

[Emergency Medical Services](#)

[Long Term Care Administration](#)

[Magnetic Resonance Imaging \(MRI\)](#)

[Medical Assistant](#)

[Nuclear Medicine Technology](#)

[Nursing](#)

[Patient Care Technician](#)

[Vascular Interventional Radiography](#)

[Vocational Nursing](#)

Note:

If viewing this manual in printed form, refer to the catalog on the TCCD website for the active links above.

Policies Applicable to Employees

The College District prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances, illegal drugs, inhalants, and alcohol in the workplace (i.e., on College District owned or controlled property and during all workplace-related activities).

Employees are subject to the ethical standards set forth in the Tarrant County College District Code of Professional Ethics (see Appendix 3 of this DAAPP). The Rules of Conduct indicate that the following alcohol and other drug offenses are prohibited and may result in immediate discharge:

- a. Conviction under a criminal drug statute or the illegal or unauthorized sale, purchase, transfer, use, or possession of alcohol or any dangerous controlled or illicit substance as defined by Texas law, on campus or at a College District-sponsored or -sanctioned activity;
- b. Illegal or unauthorized sale, purchase, transfer, use, or possession of alcohol or drugs (narcotics, hallucinogens, stimulants) on College District premises or while on College District business;
- c. Being under the influence of alcohol or illegal drugs on the job or on College District premises. The College District has the right to

require an appropriate test if an employee is suspected of being under the influence of drugs or alcohol; and

- d. Conviction of or pleading guilty to a felony or a drug-related offense.

The Rules of Conduct also note that any employee who is found guilty (including a plea of no contest) or has a sentence, fine, or other penalty (including deferred adjudication) imposed by a court of competent jurisdiction under criminal statute for an offense involving a controlled substance that occurred in or on premises or property owned or controlled by the College District shall report such action to the associate general counsel within 5 days of the conviction.

Other notable policies that are applicable to employees include (see Appendix 3 of this DAAPP):

1. Employee standards of conduct searches and alcohol/drug testing (see DH (Local))
2. Employee welfare (see DN (Local))
3. Educational role, mission, purpose, and responsibility (see AD (Local))

Local, State and Federal Sanctions

Students and employees who violate the standards of conduct outlined in this DAAPP are subject to both institutional sanctions (as outlined in Section V) as well as legal sanctions provided under local, state and federal law. Pertinent criminal sanctions for unlawful possession or distribution of illicit drugs and alcohol are outlined below.

Students and employees are cautioned that convictions for drug and alcohol violations may prevent individuals from entering many fields of employment and make them ineligible for federal grants and loans.

Legal Sanctions

Local, state and federal laws also prohibit the unlawful possession, use or distribution and sale of alcohol and illicit drugs. Criminal penalties for violation of such laws range from fines up to \$250,000 to imprisonment for terms up to and including life.

Local Laws Regulating Alcohol and Drug Use

The Tarrant County College District is in Tarrant County, Texas. The College District has campus locations in the cities of Fort Worth, Hurst, North Richland Hills, Crowley and Arlington. A review of the local ordinances of these cities does not provide any greater or lesser sanctions as related to the possession, distribution or manufacturing of drugs or alcohol related offenses. The cities follow the State of Texas sanctions as set forth in the Texas Penal Code and Texas Alcohol Beverage Code.

Texas Laws Regulating Alcohol and Drug Use

The Implied Consent Law in Texas—In Texas, any person who receives a driver's license automatically consents to a chemical test of their blood, breath or urine to determine blood alcohol content or the presence of drugs. If an individual refuses such a test his/her driver's license will be confiscated, where after the individual will be issued a temporary driver's license until a court hearing is held. During the hearing, and if applicable, one's test refusal will be used against him/her, and the court may rule to suspend the individual's driver's license.

- The legal age in Texas for the purchase or consumption of alcoholic beverages is 21.
- The legal limit for intoxication in Texas is a 0.08 Blood Alcohol Concentration (BAC).
- It is illegal to furnish or serve alcoholic beverages to any person under the age of 21.

Texas sanctions include those referenced in Health and Safety Code, §§481.115-122. Sanctions for illegal use or possession of alcohol are found in the Texas Alcohol Beverage Code and the Texas Penal Code, Chapter 49. Furthermore, the abuse of a controlled substance or alcohol, which results in impaired behavior, can result in charges of:

1. Driving while intoxicated;
2. Public intoxication; and/or
3. Disorderly conduct.

Driving While Intoxicated: In Texas, a conviction for Driving While Intoxicated can have three potential punishments:

DWI	Driver's License Suspended	Fine	Jail Time	Annual Fee to Maintain a License for 3 years
First Offense	Up to 1 year	Up to \$2,000	3 days to 180 days	\$1,000 - \$2,000
Second Offense	Up to 2 years	Up to \$4,000	1 month to 1 year	\$1,000 - \$2,000
Third Offense	Up to 2 years	Up to \$10,000	2 to 10 years in state penitentiary	\$1,000 - \$2,000

Public Intoxication: A person commits Public Intoxication if the individual appears in a public place while intoxicated to the degree that the person may endanger the person or another.

Public Intoxication Punishment for Those 21 Years of Age or Older: Texas Penal Code Section 49.02 (c) provides that public intoxication in Texas is a Class C Misdemeanor. Class C Misdemeanors in Texas are punishable by a fine not to exceed \$500.00. However, having two prior public intoxication convictions makes the third public intoxication enhanceable to a Class B Misdemeanor, which carries potential jail time of up to 180 days and a fine up to \$2,000. A conviction for public intoxication may appear on a criminal background record, which may impact one's eligibility for admission to an educational program or being hired for a job.

Public Intoxication Punishment for Those Under 21 Years of Age:

1. If a minor has two previous convictions for public intoxication, a third conviction can be enhanced to a Class B Misdemeanor, which carries potential jail time of up to 180 days and a fine up to \$2,000.
2. A first-time conviction for public intoxication can result in the suspension of a minor's driver's license, driver's learning permit, or the denial of the issuance of a driver's license or learning permit.
3. A minor convicted for a first-time public intoxication faces a fine between \$250 and \$2,000.
4. A minor faces mandatory community service and an alcohol education course or program.

Disorderly Conduct: Under Texas disorderly conduct laws, the charge can be levied against an individual who does any of the following in a public place:

1. Makes an offensive gesture likely to start an altercation.
2. Makes a "noxious and unreasonable odor" with the use of chemicals

3. Uses "abusive, indecent, profane, or vulgar language," i.e., words likely to cause an altercation.
4. Makes unreasonable noise in public or near a private residence (not one's own).
5. Fights with another person.
6. Abuses or threatens another
7. Displays or fires a gun with the intent of scaring others.
8. Exposes one's genitals or anus with disregard to others.
9. Peeps into homes, hotel rooms, or other private areas.

In general, if convicted, an individual could face a \$500 fine for a disorderly conduct charge. However, if the offense involves a firearm or other deadly weapon, the penalty is increased to up to 180 days in jail and fines reaching \$2,000.

Texas Drug Law

The penalties for Possession of a Controlled Substance are set out in the Texas Health and Safety Code and vary based on the type and amount of the controlled substance. The Texas Health and Safety Code classifies controlled substances into five penalty groups.

1	Cocaine, Heroin, Methamphetamine, Codeine, Oxycodone, Hydrocodone, Rohypnol and GHB
1A	LSD
2	Ecstasy, Amphetamines, Mushrooms, PCP and Mescaline
3	Valium, Xanax and Ritalin
4	Compounds containing Dionine, Motofen, Buprenorphone or Pryovalerone

Penalty Group 1		
Weight	Charge	Range of Punishment
1 gram or more, but less than 4 grams	State Jail Felony	180 days to 2 years in state jail and a fine not to exceed \$10,000
1 gram or more, but less than 4 grams	Third-degree Felony	2 to 10 years in state prison and a fine not to exceed \$10,000
4 grams or more, but less than 200 grams	Second-degree Felony	2 to 20 years in state prison and a fine not to exceed \$10,000
200 or more grams, but less than 400 grams	First-degree Felony	5 to 99 years in state prison and a fine not to exceed \$10,000
400 grams or more	Enhanced First-degree Felony	10 to 99 years in state prison and a fine not to exceed \$100,000
Penalty Group 1A		
Weight	Charge	Range of Punishment
Fewer than 20 units	State Jail Felony	180 days to 2 years in state jail and a fine not to exceed \$10,000
20 units or more, but less than 80 units	Third-degree Felony	2 to 10 years in state prison and a fine not to exceed \$10,000
80 units or more, but less than 4,000 units	Second-degree Felony	2 to 20 years in state prison and a fine not to exceed \$10,000
4,000 units or more, but less than 8,000 units	First-degree Felony	5 to 99 years in state prison and a fine not to exceed \$10,000
8,000 units or more	Enhanced First-degree Felony	15 to 99 years in state prison and a fine not to exceed \$250,000
Penalty Group 2		
Weight	Charge	Range of Punishment
Less than 1 gram	State Jail Felony	180 days to 2 years in state jail and a fine not to exceed \$10,000
1 gram or more, but less than 4 grams	Third-degree Felony	2 to 10 years in state prison and a fine not to exceed \$10,000
4 grams or more, but less than 400 grams	Second-degree Felony	2 to 20 years in state prison and a fine not to exceed \$10,000
400 grams or more	Enhanced First-degree Felony	5 to 99 years in state prison and a fine not to exceed \$10,000

Penalty Group 3		
Weight	Charge	Range of Punishment
Less than 28 grams	Class A Misdemeanor	Up to 1 year in county jail and a fine not to exceed \$4,000
28 gram or more, but less than 200 grams	Third-degree Felony	2 to 10 years in state prison and a fine not to exceed \$10,000
200 or more grams, but less than 400 grams	Second-degree Felony	2 to 20 years in state prison and a fine not to exceed \$10,000
400 grams or more	Enhanced First-degree Felony	5 to 99 years in state prison and a fine not to exceed \$50,000
Penalty Group 4		
Weight	Charge	Range of Punishment
Less than 28 grams	Class B Misdemeanor	Up to 180 days in county jail and a fine not to exceed \$2,000
28 gram or more, but less than 200 grams	Third-degree Felony	2 to 10 years in state prison and a fine not to exceed \$10,000
200 or more grams, but less than 400 grams	Second-degree Felony	2 to 20 years in state prison and a fine not to exceed \$10,000
400 grams or more	Enhanced First-degree Felony	5 to 99 years in state prison and a fine not to exceed \$50,000

Additional penalties may include the suspension of one's driver's license or the possibility of seizure and forfeiture of any property if the property was used or was going to be used in the commission of a drug crime.

Consumption Related to Reported Sexual Assault

Per Alcoholic Beverage Code 106.04(f)–(h), .05(e)–(g), the offenses of possession of an alcoholic beverage and of consumption of an alcoholic beverage do not apply to a minor who reports the sexual assault of the minor or another person, or is the victim of a sexual assault reported by another person, to:

1. A health-care provider treating the victim of the sexual assault;
2. An employee of a law enforcement agency, including an employee of a campus police department of an institution of higher

education; or

3. The Title IX coordinator of an institution of higher education or another employee of the institution responsible for responding to reports of sexual assault.

A minor is entitled to raise the defense provided above in the prosecution of the offense of possession of an alcoholic beverage or the offense of consumption of an alcoholic beverage only if the minor is in violation at the time of the commission of a sexual assault that is reported by the minor as described above or committed against the minor and reported by another person as described above.

A minor who commits a sexual assault that is reported

as described above is not entitled to raise the defense in the prosecution of the minor for the offense of possession of an alcoholic beverage or the offense of consumption of an alcoholic beverage.

Additionally, students and employees are advised of the following notice mandated by Education Code 51.921:

Anabolic steroids and growth hormones are for medical use only. State law prohibits the possession, dispensing, delivery, or administering of an anabolic steroid or growth hormone in any manner not allowed by state law. State law provides that body building, muscle enhancement, or increasing muscle bulk or strength through the use of an anabolic steroid by a person who is in good health is not a valid medical purpose. Only a medical doctor may prescribe an anabolic steroid or human growth hormone for a person. A violation of state law concerning anabolic steroids or human growth hormones is a criminal offense punishable by confinement in jail or imprisonment in the Texas Department of Criminal Justice.

Federal Laws Regulating Alcohol and Drug Use

These sanctions are based on federal requirements in 21 U.S.C. §§841, 844, 844a & 859. Federal regulations prohibit possession and distribution of alcohol and illegal drugs and provide for penalties of imprisonment and fines.

Possession of drugs (including marijuana).

- Minimum: A fine of not less than \$1,000 and/or imprisonment for up to one year
- Maximum: A fine of not less than \$5,000 plus costs of investigation and prosecution, and imprisonment of not more than three years

Manufacture, distribution or dispensing of drugs (including marijuana)

- Minimum: A fine of \$250,000 and/or imprisonment for up to five years
- Maximum: A fine not to exceed \$20,000,000 for an individual (or \$75,000,000 if other than an individual) and imprisonment for life without release (no eligibility for parole)

Distribution of drugs to a person under 21 years of age

- Minimum: Double the federal penalty for distribution of drugs
- Maximum: Triple the federal penalty for

distribution of drugs

- Ineligible to receive or purchase a firearm.

Of special note, 21 U.S.C. 860 provides that anyone convicted of distributing, possessing with intent to distribute, or manufacturing a controlled substance in or on, or within one thousand feet of, the real property comprising a public or private college, junior college, or College is subject to twice the maximum punishment authorized by 21 U.S.C. 841(b), pertinent parts of which are summarized in the tables included in the appendix 2.

International Students

Additional penalties and sanctions may apply for international students who are in the US on a visa. Pursuant to the Foreign Affairs Manual of the US Department of State (9 FAM 403.11-3(A)), a visa can be revoked when the international student "...is subject to a Watchlist Promote Hit for an arrest or conviction of driving under the influence, driving while intoxicated, or similar arrests/convictions (DUI) that occurred within the previous five years, pursuant to 9 FAM 403.11-5(B)(c)." DACA and undocumented students may experience dire consequences, such as revocation of DACA status or removal, for a violation of the law.



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Health Risks

Health Risks Associated with Illicit Drug Use²

The Controlled Substances Act (CSA) places all substances which were in some manner regulated under existing federal law into one of five schedules. This placement is based upon the substance's medical use, potential for abuse, and safety or dependence liability. A description of each schedule is included below:

Schedule I

- The drug or other substance has a high potential for abuse.
- The drug or other substance has no currently accepted medical use in treatment in the United States.
- There is a lack of accepted safety for use of the drug or other substance under medical supervision.
- Examples of Schedule I substances include heroin, gamma hydroxybutyric acid (GHB), lysergic acid diethylamide (LSD), marijuana, and methaqualone.

Other prohibited conduct, as well as detailed procedures outlining the process by which the institution will determine student/organization responsibility for alleged violations of college regulations is outlined in the Student Code of Conduct, available at <https://catalog.tccd.edu/content.php?catoid=7&navoid=620>.

² The information in this section is taken from the U.S. Department of Justice's 2017 publication "Drugs of Abuse." Students and employees are strongly encouraged to review this publication for more detailed information regarding the health risks associated with alcohol and illicit drug use and abuse. The full publication is available online at: https://www.dea.gov/pr/multimedia-library/publications/drug_of_abuse.pdf.

Schedule II

- The drug or other substance has a high potential for abuse.
- The drug or other substance has a currently accepted medical use in treatment in the United States or a currently accepted medical use with severe restrictions.
- Abuse of the drug or other substance may lead to severe psychological or physical dependence.
- Examples of Schedule II substances include morphine, phencyclidine (PCP), cocaine, methadone, hydrocodone, fentanyl, and methamphetamine.

Schedule III

- The drug or other substance has less potential for abuse than the drugs or other substances in Schedules I and II.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to moderate or low physical dependence or high psychological dependence.
- Anabolic steroids, codeine and hydrocodone products with aspirin or Tylenol®, and some barbiturates are examples of Schedule III substances.

Schedule IV

- The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule III.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule III.
- Examples of drugs included in Schedule IV are alprazolam, clonazepam, and diazepam.

Schedule V

- The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule IV.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substances may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule IV.
- Cough medicines with codeine are examples of Schedule V drugs.

The Controlled Substances Act (CSA) regulates five classes of drugs:

- Narcotics,
- Depressants,
- Stimulants,
- Hallucinogens and
- Anabolic steroids

Each class has distinguishing properties, and drugs within each class often produce similar effects. However, all controlled substances, regardless of class, share a number of common features. All controlled substances have abuse potential or are immediate precursors to substances with abuse potential. With the exception of anabolic steroids, controlled substances are abused to alter mood, thought, and feeling through their actions on the central nervous system (brain and spinal cord). Some of these drugs alleviate pain, anxiety, or depression. Some induce sleep and others energize. Though some controlled substances are therapeutically useful, the “feel good” effects of these drugs contribute to their abuse. The extent to which a substance is reliably capable of producing intensely pleasurable feelings (euphoria) increases the likelihood of that substance being abused.

The following chart summarizes each class’s legal status, effects on the mind, effects on the body and effects of overdose.



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Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
<p>Narcotics</p> <p>Narcotics, also known as opioids, are substances that act on the nervous system to relieve pain but can also produce euphoria, leading to their potential for misuse and addiction. This class of drug includes: Fentanyl, Heroin, Methadone, Morphine, Opium, and Oxycodone.</p>	<p>Narcotics/opioids are controlled substances that vary from Schedule I to Schedule V, depending on their medical usefulness, abuse potential, safety, and drug dependence profile. Schedule I narcotics, like heroin, have no medical use in the U.S. and are illegal to distribute, purchase, or use outside of medical research.</p>	<p>Besides their medical use, narcotics/opioids produce a general sense of well-being by reducing tension, anxiety, and aggression. These effects are helpful in a therapeutic setting but contribute to the drugs' abuse. Narcotic/opioid use comes with a variety of unwanted effects, including drowsiness, inability to concentrate, and apathy.</p> <p>Use can create psychological dependence. Long after the physical need for the drug has passed, the addict may continue to think and talk about using drugs and feel overwhelmed coping with daily activities. Relapse is common if there are no changes to the physical environment or the behavioral motivators that prompted the abuse in the first place.</p>	<p>Narcotics/opioids are prescribed by doctors to treat pain, suppress cough, cure diarrhea, and put people to sleep. Effects depend heavily on the dose, how it's taken, and previous exposure to the drug. Negative effects include slowed physical activity, constriction of the pupils, flushing of the face and neck, constipation, nausea, vomiting and slowed breathing</p> <p>As the dose is increased, both the pain relief and the harmful effects become more pronounced. Some of these preparations are so potent that a single dose can be lethal to an inexperienced user. However, except in cases of extreme intoxication, there is no loss of motor coordination or slurred speech.</p> <p>Physical dependence is a consequence of chronic opioid use, and withdrawal takes place when drug use is discontinued. The intensity and character of the physical symptoms experienced during withdrawal are directly related to the particular drug used, the total daily dose, the interval between doses, the duration of use and the health and personality of the user.</p>	<p>Overdoses of narcotics are not uncommon and can be fatal. Physical signs of narcotics/opioid overdose include Constricted (pinpoint) pupils, cold clammy skin, confusion, convulsions, extreme drowsiness, and slowed breathing.</p>

Drug Class of Substance Chart

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
<p>Stimulants</p> <p>Stimulants speed up the body's systems. This class of drugs includes: Prescription drugs such as amphetamines [Adderall® and Dexedrine®], methylphenidate [Concerta® and Ritalin®], diet aids [such as Adipex P®, Benzphetamine, Bontril®, Fastin®, Ionomin®, Meridia®, Preludin®], and other illicitly used drugs such as methamphetamine, cocaine, methcathinone, and other synthetic cathinones that are commonly sold under the guise of "bath salts."</p>	<p>A number of stimulants have no medical use in the United States but have a high potential for abuse. These stimulants are controlled in Schedule I. Some prescription stimulants are not controlled, and some stimulants like tobacco and caffeine don't require a prescription — though society's recognition of their adverse effects has resulted in a proliferation of caffeine-free products and efforts to discourage cigarette smoking.</p> <p>Stimulant chemicals in over-the-counter products, such as ephedrine and pseudo-ephedrine can be found in allergy and cold medicine. As required by The Combat Methamphetamine Epidemic Act of 2005, a retail outlet must store these products out of reach of customers, either behind the counter or in a locked cabinet. Regulated sellers are required to maintain a written or electronic form of a logbook to record sales of these products. In order to purchase these products, customers must now show a photo identification issued by a state or federal government. They are also required to write or enter into the logbook: their name, signature, address, date, and time of sale. In addition to the above, there are daily and monthly sales limits set for customers.</p>	<p>When used as drugs of abuse and not under a doctor's supervision, stimulants are frequently taken to: Produce a sense of exhilaration, enhance self-esteem, improve mental and physical performance, increase activity, reduce appetite, extend wakefulness for prolonged period, and "get high".</p> <p>Chronic, high-dose use is frequently associated with agitation, hostility, panic, aggression, and suicidal or homicidal tendencies. Paranoia, sometimes accompanied by both auditory and visual hallucinations, may also occur.</p> <p>Tolerance, in which more and more drug is needed to produce the usual effects, can develop rapidly, and psychological dependence occurs. In fact, the strongest psychological dependence observed occurs with the more potent stimulants, such as amphetamine, methylphenidate, methamphetamine, cocaine and methcathinone.</p> <p>Abrupt cessation is commonly followed by depression, anxiety, drug craving, and extreme fatigue, known as a "crash."</p>	<p>Stimulants are sometimes referred to as uppers and reverse the effects of fatigue on both mental and physical tasks. Therapeutic levels of stimulants can produce exhilaration, extended wakefulness, and loss of appetite. These effects are greatly intensified when large doses of stimulants are taken.</p> <p>Taking too large a dose at one time or taking large doses over an extended period of time may cause such physical side effects as: Dizziness, tremors, headache, flushed skin, chest pain with palpitations, excessive sweating, vomiting, and abdominal cramps.</p>	<p>In overdose, unless there is medical intervention, high fever, convulsions, and cardiovascular collapse may precede death. Because accidental death is partially due to the effects of stimulants on the body's cardiovascular and temperature-regulating systems, physical exertion increases the hazards of stimulant use.</p>

Drug Class of Substance Chart

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
<p>Depressants</p> <p>Depressants will put you to sleep, relieve anxiety and muscle spasms, and prevent seizures. Barbiturates are older drugs and include butalbital (Fiorina®), phenobarbital, Pentothal®, Seconal® and Nembutal®. You can rapidly develop dependence on and tolerance to barbiturates, meaning you need more and more of them to feel and function normally. This makes them unsafe, increasing the likelihood of coma or death. Benzodiazepines were developed to replace barbiturates, though they still share many of the undesirable side effects. Some examples are Valium®, Xanax®, Halcion®, Ativan®, Klonopin® and Restoril®. Rohypnol® is a benzodiazepine that is not manufactured or legally marketed in the United States, but it is used illegally. Ambien® and Sonata® are sedative-hypnotic medications approved for the short-term treatment of insomnia that share many of the properties of benzodiazepines. Other CNS depressants include meprobamate, methaqualone (Quaalude®), and the illicit drug GHB.</p>	<p>Most depressants are controlled substances that range from Schedule I to Schedule IV under the Controlled Substances Act, depending on their risk for abuse and whether they currently have an accepted medical use. Many of the depressants have FDA-approved medical uses. Rohypnol® is not manufactured or legally marketed in the United States.</p>	<p>Depressants used therapeutically to do what they are prescribed for: to put you to sleep, relieve anxiety and muscle spasms, and prevent seizures. They also: Cause amnesia, leaving no memory of events that occur while under the influence, reduce your reaction time, impair mental functioning and judgment, and cause confusion. Long-term use of depressants produces psychological dependence and tolerance.</p>	<p>Some depressants can relax the muscles. Unwanted physical effects include slurred speech, loss of motor coordination, weakness, headache, lightheadedness, blurred vision, dizziness, nausea, vomiting, low blood pressure, and slowed breathing.</p> <p>Prolonged use of depressants can lead to physical dependence even at doses recommended for medical treatment. Unlike barbiturates, large doses of benzodiazepines are rarely fatal unless combined with other drugs or alcohol. But unlike the withdrawal syndrome seen with most other drugs of abuse, withdrawal from depressants can be life threatening.</p>	<p>High doses of depressants or use of them with alcohol or other drugs can slow heart rate and breathing enough to cause death.</p>

Drug Class of Substance Chart

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
<p>Hallucinogens Hallucinogens are found in plants and fungi or are synthetically produced and are among the oldest known group of drugs used for their ability to alter human perception and mood. Hallucinogens include:</p> <ul style="list-style-type: none"> • Ecstasy/MDMA • K2 /Spice • Ketamine • LSD • Peyote & Mescaline • Psilocybin • Marijuana/Cannabis (addressed as its own class in this table) 	<p>Many hallucinogens are Schedule I under the Controlled Substances Act, meaning that they have a high potential for abuse, no currently accepted medical use in treatment in the United States, and a lack of accepted safety for use under medical supervision.</p>	<p>Sensory effects include perceptual distortions that vary with dose, setting, and mood. Psychic effects include distortions of thought associated with time and space. Time may appear to stand still, and forms and colors seem to change and take on new significance. Weeks or even months after some hallucinogens have been taken, the user may experience flashbacks — fragmentary recurrences of certain aspects of the drug experience in the absence of actually taking the drug. The occurrence of a flashback is unpredictable, but is more likely to occur during times of stress and seems to occur more frequently in younger individuals. With time, these episodes diminish and become less intense</p>	<p>Physiological effects include elevated heart rate, increased blood pressure, and dilated pupils.</p>	<p>Deaths exclusively from acute overdose of LSD, magic mushrooms, and mescaline are extremely rare. Deaths generally occur due to suicide, accidents, and dangerous behavior, or due to the person inadvertently eating poisonous plant material. A severe overdose of PCP and ketamine can result in respiratory depression, coma, convulsions, seizures, and death due to respiratory arrest .</p>

Drug Class of Substance Chart

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
Marijuana/Cannabis Marijuana is classified in the Controlled Substances Act as a hallucinogen. Marijuana is a mind-altering (psychoactive) drug, produced by the Cannabis sativa plant. Marijuana contains over 480 constituents. THC (delta-9-tetrahydrocannabinol) is believed to be the main ingredient that produces the psychoactive effect.	<p>Marijuana is a Schedule I substance under the Controlled Substances Act, meaning that it has a high potential for abuse, no currently accepted medical use in treatment in the United States, and a lack of accepted safety for use under medical supervision.</p> <p>Marinol, a synthetic version of THC, the active ingredient found in the marijuana plant, can be prescribed for the control of nausea and vomiting caused by chemotherapeutic agents used in the treatment of cancer and to stimulate appetite in AIDS patients. Marinol is a Schedule III substance under the Controlled Substances Act.</p>	<p>When marijuana is smoked, the THC passes from the lungs and into the bloodstream, which carries the chemical to the organs throughout the body, including the brain. In the brain, the THC connects to specific sites called cannabinoid receptors on nerve cells and influences the activity of those cell. Many of these receptors are found in the parts of the brain that influence: Pleasure, memory, thought, concentration, sensory and time perception, and coordinated movement. The short-term effects of marijuana include problems with memory and learning, distorted perception, difficulty in thinking and problem-solving, and loss of</p>	<p>Short-term physical effects from marijuana use may include Sedation, blood shot eyes, increased heart rate, coughing from lung irritation, increased appetite, and decreased blood pressure. Like tobacco smokers, marijuana smokers experience serious health problems such as bronchitis, emphysema, and bronchial asthma. Extended use may cause suppression of the immune system. Because marijuana contains toxins and carcinogens, marijuana smokers increase their risk of cancer of the head, neck, lungs, and respiratory tract. Withdrawal from chronic use of high doses of marijuana causes physical signs including headache, shakiness, sweating, and stomach pains and nausea. Withdrawal symptoms also include behavioral signs such as: Restlessness, irritability, sleep difficulties, and decreased appetite</p>	<p>No death from overdose of marijuana has been reported</p>
<div> <div> <p>coordination. The effect of marijuana on perception and coordination are responsible for serious impairments in learning, associative processes, and psychomotor behavior (driving abilities). Long term, regular use can lead to physical dependence and withdrawal following discontinuation, as well as psychic addiction or dependence. Clinical studies show that the physiological, psychological, and behavioral effects of marijuana vary among individuals and present a list of common responses to cannabinoids, as described</p> </div> <div> <p>in the scientific literature:</p> <ul style="list-style-type: none"> • Dizziness, nausea, tachycardia, facial flushing, dry mouth and tremor initially • Merriment, happiness, and even exhilaration at high doses • Disinhibition, relaxation, increased sociability, and talkativeness • Enhanced sensory perception, giving rise to increased appreciation of music, art, and touch • Heightened imagination leading to a subjective sense of increased </div> <div> <p>creativity</p> <ul style="list-style-type: none"> • Time distortions • Illusions, delusions, and hallucinations are rare except at high doses • Impaired judgment, reduced coordination, and ataxia, which can impede driving ability or lead to an increase in risk-taking behavior • Emotional lability, incongruity of affect, dysphoria, disorganized thinking, inability to converse logically, agitation, paranoia, confusion, restlessness, </div> <div> <p>anxiety, drowsiness, and panic attacks may occur, especially in inexperienced users or in those who have taken a large dose</p> <ul style="list-style-type: none"> • Increased appetite and short-term memory impairment are common <p>Researchers have also found an association between marijuana use and an increased risk of depression, an increased risk and earlier onset of schizophrenia, and other psychotic disorders, especially for teens that have a genetic predisposition.</p> </div> </div>				

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
<p>Steroids</p> <p>Anabolic steroids are synthetically produced variants of the naturally occurring male hormone testosterone that are abused in an attempt to promote muscle growth, enhance athletic or other physical performance, and improve physical appearance. Testosterone, nandrolone, stanozolol, methandienone, and boldenone are some of the most frequently abused anabolic steroids.</p>	<p>Anabolic steroids are Schedule III substances under the Controlled Substances Act. Only a small number of anabolic steroids are approved for either human or veterinary use. Steroids may be prescribed by a licensed physician for the treatment of testosterone deficiency, delayed puberty, low red blood cell count, breast cancer, and tissue wasting resulting from AIDS.</p>	<p>Case studies and scientific research indicate that high doses of anabolic steroids may cause mood and behavioral effects. In some individuals, steroid use can cause dramatic mood swings, increased feelings of hostility, impaired judgment, and increased levels of aggression (often referred to as “roid rage”) When users stop taking steroids, they may experience depression that may be severe enough to lead one to commit suicide. Anabolic steroid use may also cause psychological dependence and addiction.</p>	<p>A wide range of adverse effects is associated with the use or abuse of anabolic steroids. These effects depend on several factors including: Age, sex, the anabolic steroid used, amount used, and duration of use.</p> <p>In adolescents, anabolic steroid use can stunt the ultimate height that an individual achieves.</p> <p>In boys, steroid use can cause early sexual development, acne, and stunted growth.</p> <p>In adolescent girls and women, anabolic steroid use can induce permanent physical changes, such as deepening of the voice, increased facial and body hair growth, menstrual irregularities, male pattern baldness, and lengthening of the clitoris.</p> <p>In men, anabolic steroid use can cause shrinkage of the testicles, reduced sperm count, enlargement of the male breast tissue, sterility, and an increased risk of prostate cancer.</p> <p>In both men and women, anabolic steroid use can cause high cholesterol levels, which may increase the risk of coronary artery disease, strokes, and heart attacks. Anabolic steroid use can also cause acne and fluid retention. Oral preparations of anabolic steroids, in particular, can damage the liver.</p>	<p>Anabolic steroids are not associated with overdoses. The adverse effects a user would experience develop from the use of steroids over time.</p> <p>Abusers who inject steroids run the risk of contracting various infections due to non-sterile injection techniques, sharing of contaminated needles, and the use of steroid preparations manufactured in non-sterile environments. All these factors put users at risk for contracting viral infections such as HIV/AIDS or hepatitis B or C, and bacterial infections at the sight of injection. Abusers may also develop endocarditis, a bacterial infection that causes a potentially fatal inflammation of the heart lining.</p>

Drug Class of Substance Chart

Health Risks Associated with Alcohol Abuse

The consequences associated with alcohol abuse among college students are far reaching. According to the National Institute on Alcohol Abuse and Alcoholism, “Students who engage in risky drinking may experience blackouts (i.e., memory loss during periods of heavy drinking); fatal and nonfatal injuries, including falls, drownings, and automobile crashes; illnesses; missed classes; unprotected sex that could lead to a sexually transmitted disease or an unwanted pregnancy; falling grades and academic failure; an arrest record; accidental death; and death by suicide. In addition, college students who drink to excess may miss opportunities to participate in the social, athletic, and cultural activities that are part of college life.”³

The risks are not just limited to students. The Centers for Disease Control and Prevention identifies the following short-term and long-term health risks related to alcohol use and abuse:⁴

Short-Term Health Risks

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as motor vehicle crashes, falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.
- Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant women.

Long-Term Health Risks

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, liver, and colon.
- Learning and memory problems, including dementia and poor school performance.

- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems, and unemployment.
- Alcohol dependence, or alcoholism.

Educational Consequences of Alcohol and Other Drug Abuse

There are numerous educational consequences associated with alcohol and other drug abuse. About 25 percent of college students report academic consequences of their drinking, including missing class, falling behind, doing poorly on exams or papers, and receiving lower grades.⁵ A post-college study found binge drinking in college to be associated with academic attrition, early departure from college, and lower earnings in post-college employment.⁶ Additionally, a study found that college students who used marijuana were more likely to put themselves in physical danger when under the influence, experience concentration problems, and miss class.⁷

“Substance misuse among college students has frequent and severe negative consequences. These consequences include violent and sometimes fatal effects. Much of the research on the consequences of college student substance misuse focuses on alcohol. A 2009 estimate of annual immediate physical harm as a result of alcohol use among college students aged 18 to 24 included 1,825 deaths, 599,000 unintentional injuries, and 696,000 students assaulted by another student who has been drinking. While most injury and death among college students is unintentional, some students consider taking their own lives and some of them attempt it. Studies show a strong connection between suicidal behavior and substance use in both the college and general populations. Substance use also can damage students’ health. Consequences of excessive drinking include sleep issues and depression. Substance use among college students also often progresses to the level of a disorder. In, 2015 one in seven full-time college students aged 18 to 22 (14.6 percent) met the criteria for past year had a substance use disorder. Substance use disorders cause significant impairment, such as health problems, disability, and failure to meet major responsibilities at work, school, or home.

Alcohol use also plays a large role in sex-related harm among college students. College students are more likely to engage in unprotected sex when drunk or high and are more likely to engage in sexual activity with someone they just met. In a study of undergraduates, 42 percent reported engaging in unplanned sexual activity in the past year as a result of their alcohol use.

Each year, an estimated 97,000 college students are victims of alcohol-related sexual assault that includes rape as well as forced touching or kissing. Sexual assault often is linked to substance use by victims as well as by perpetrators. Students who misuse alcohol or use illicit drugs are also more likely than students who abstain to have difficulty meeting academic responsibilities. Consequences of college substance use include falling behind in studies, getting poor grades, and dropping out. More broadly, the impact of substance misuse on students' academic performance undermines the very purpose of higher education and the financial sacrifices families make for it. College substance use may bring disciplinary penalties imposed by schools. In addition to non-punitive actions such as substance misuse education, counseling, and treatment, students may be subject to disciplinary action, including suspension and expulsion from the college. Such actions may be based on substance use or on other violations of college standards, such as damaging property and causing or threatening physical harm. Moreover, substance use often has legal consequences. Students may be arrested for alcohol and drug violations, fighting, and damaging property. Finally, substance-using college students often diminish the quality of campus life for other students, many of whom report having study and sleep time interrupted and having personal property damaged and destroyed because of intoxicated students."⁸

³ Taken from: http://www.collegedrinkingprevention.gov/niaacollegematerials/panel01/highrisk_04.aspx

⁴ These health risks have been reproduced verbatim from the CDC's "Fact Sheets-Alcohol Use and Your Health" which is available here: <http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

⁵ National Institutes of Health, National Institute on Alcohol Abuse and Alcoholism. (2010). *A snapshot of annual high-risk college drinking consequences*. Retrieved from <http://www.collegedrinkingprevention.gov/StatsSummaries/snapshot.aspx>.

⁶ Jennison, K. M. (2004). *The short-term effects and unintended long consequences of binge drinking in college: A 10-year follow-up study*. *The American Journal of Drug and Alcohol Abuse*, 30(3), 659-684.

⁷ Sullivan, M., & Risler, E. (2002). *Understanding college alcohol abuse and academic performance: Selecting appropriate intervention strategies*. *Journal of College Counseling*, 5 (2), 114-124.

⁸ Taken verbatim from <https://store.samhsa.gov/shin/content//SMA17-5052/SMA17-5052.pdf>. Internal citations omitted.

Alcohol and Other Drug Resources

Students

On-Campus Counseling and Health Services Here Related to Alcohol and Other Drugs

All TCC campuses employ counselors and mental health professionals to provide confidential short-term assistance for current students experiencing personal

concerns, career decisions, and issues which may be interfering with academic success including anxiety, depression, and substance abuse. For our military veterans, we also have a group of dedicated counselors to help provide guidance. Referral to community resources is often part of the counseling process if assistance is needed after the TCC six to eight sessions.

TCC Campus	Counseling Contact Information	Veteran Counselor Contact Information
Northeast ne.counseling@tccd.edu	NSTU 1201 828 W. Harwood Road Hurst, TX 76054 Phone: 817-515-6661	Lidia Narvaez NLIB 1143 817-515-6493 ne.veteranscenter@tccd.edu
Northwest nw.counseling@tccd.edu	NW01 1106A 4801 Marine Creek Parkway Fort Worth, Texas 76179 Phone: 817-515-7672	Keegan Alley NW01 1116K (817) 515-7132. nw.veteranscenter@tccd.edu
South south.counseling@tccd.edu	SLIB 2210A 5301 Campus Drive Fort Worth, TX 76119 Phone: 817-515-4531	Valerie Groll, M.A., NCC, LPC SLIB 2222A 817-515-4894 so.veteranscenter@tccd.edu
Southeast se.counseling@tccd.edu	ESEC 2105A 2100 Southeast Parkway Arlington, TX 76018 Phone: 817-515-3590	Melinda Bowens ESEC 2116A 817-515-3381 se.veteranscenter@tccd.edu
Trinity River tr.counseling@tccd.edu	TRTR 1408 300 Trinity Campus Circle Fort Worth, TX 76102 Phone: 817-515-1055	Carla Cauley TRTR 3810C 817-515-1273 tr.veteranscenter@tccd.edu



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Employees

Confidential drug and alcohol assistance for full-time employees is available through Alliance Work Partners, TCC's employee assistance program (EAP) provider. EAP is a work-based intervention program that helps resolve personal problems that may be affecting on-the-job performance. This is a confidential service available at no cost to full-time employees and their families, including dependents, under age 25, and any household member, regardless of age or relationship, residing in the employee's home.

Services provided by EAP include short-term counseling and legal and financial consultation. There are unlimited call-ins and referrals to community resources to help employees with life situations that could be potentially disturbing to balance and well-being.

In the areas of short-term counseling, services include:

- A set amount of session per year per employee and each family member
- Marital, family, drug and alcohol abuse-related problems
- Legal and financial problems
- Stress and emotional problems
- Supervisory referrals for workplace concerns.

In areas of referrals, services include childcare, eldercare, prenatal care, adoption, parenting and children with special needs.

In areas of legality, services include consultation with licensed attorneys, certified public accountants, senior financial advisors, and online law library.

In areas of SafeRide, services include emergency cab fare instead of driving while impaired.

Also note if employees are laid-off or terminated, they and can continue to use EAP benefits up to six months after the day of termination.

Students and Employees

Students and employees are encouraged to access the Substance Abuse and Mental Health Services Administration (SAMHSA) Treatment Locator, a confidential and anonymous source of information for persons seeking treatment facilities in the United States or U.S. Territories for substance abuse/addiction and/or mental health problems. To access this resource, visit <https://findtreatment.gov/locator>. Students and employees seeking information regarding self-help, peer support, and consumer groups related to addiction (such as Alcoholics Anonymous, Narcotics Anonymous, Marijuana Anonymous, and others) are encouraged to visit <https://www.samhsa.gov/find-support/health-care-or-support/support-group-or-local-program>.

Students and employees can also explore [Tarrant Cares](#), an online resource for local services and referrals. Specific community-based substance abuse and addiction recovery agencies, programs, and facilities may be located at: <https://family.networkofcare.org/tarrant-tx/Services/Category?cid=37231>.

Students and employees may also visit <https://recoverycouncil.org/> to access information regarding clinical services and other resources provided by the Recovery Resource Council, which is North Texas' largest non-residential non-profit organization dedicated to the prevention, intervention, and treatment of alcohol, substance use disorder, and behavioral health issues.

Additionally, community-based and campus-specific resources are listed on the next page.



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Organization Phone Email and/or Address	Services Provided	Insurance
Adult Basic Opportunity Development Environment (ABODE) Christine Swasey 817-246-8677 Ext. 121 (Residential) Cswasey.abode@yahoo.com 701 South Cherry Lane Fort Worth, TX	Outpatient Substance Abuse Treatment ABODE Treatment, Inc. Outpatient clients typically receive 2 hours of group counseling per week, and a minimum of 1 hour of individual counseling per month. The duration of the outpatient program is generally 6 to 12 months.	For more details, please reach out to the organization at the provided contact number.
Adult Children of Alcoholics 81-569-4300 310-534-1815 7525 John T White Rd. Fort Worth, TX 76120	Support group for adults who were children of alcoholics (Mondays at 7p.m.)	
Alcohol Anonymous (AA) 817-332-3533 Fortworthaa.org 1501 Hemphill St. Fort Worth, 76104	Alcohol Anonymous (AA) is a global program created to help those struggling with alcohol misuse achieve and maintain sobriety with the support of their peers through meetings surrounding addiction.	FREE
Al-Anon Family Groups 817-336-2492 Al-anon.org/al-anon-meetings /find-an-al-anon-meeting/	Support groups for family(ies) members who have a loved one with a substance addiction	FREE
Billy Gregory Detox/Pine Street Residential Treatment Center 817-569-4600 www.mhmrtc.org 1501 E El Paso St. Fort Worth, TX 76102	<p>The Billy Gregory detox facility provides around-the-clock medical supervision, daily educational groups, exercise, individual counseling, and participation in self-help groups.</p> <p>Pine Street residential treatment center provides individual and group therapy, substance abuse education, weekly family groups, gender groups, parenting groups, job preparation skill sessions, access to psychiatric evaluation, dual diagnosis (mental health and addiction) groups, and access to HIV testing.</p>	
Catholic Charities 817-534-0814 2701 Burchill Road Fort Worth, TX 76105	Children's services, clinical counseling, emergency financial assistance and case management.	FREE

Organization Phone Email and/or Address	Services Provided	Insurance
Cenikor Foundation: Alcohol & Drug Treatment 817-335-5405 3840 Hulen St. Fort Worth, TX 76107	<p>Cenikor offers evidence-based treatment and accredited programming to support men, women and adolescents on tier individual path to recovery.</p> <p>Cenikor offers a variety of programs to treat drug addiction including short-term and long-term inpatient programs, detoxification, outpatient and intensive outpatient services for individuals with behavioral health issues and addictions.</p> <p>Also provides adolescent short-term inpatient treatment, outpatient and intensive outpatient care services.</p>	
Chemical Dependency Health Services CDHS Arlington, TX 817-652-1004 214 Billings Street STE. 240 Arlington, TX Roy Carmona pcarmona@cdhsinc.com	<p>Alcohol Rehab, Opioid Addiction Drug Rehab: Chemical Dependency Health Services is located in Arlington, Texas and is an addiction recovery program for adults. The center provides medication assisted treatment (MAT), counseling and various other programs to support clients' sustained recovery.</p>	
Community Addiction Treatment Services (CATS) 817-569-5360 1502 E. Lancaster Ave. Fort Worth, TX 76102 817-569-5250 1300 Nashville St. Fort Worth, TX 76105 www.mhmrctc.org	<p>Outpatient substance abuse treatment through an intensive outpatient and supportive outpatient programming.</p>	<p>Accepts Medicare and some private insurance. Offers sliding scale fees and payment assistance options.</p>

Organization Phone Email and/or Address	Services Provided	Insurance
Compassion Counseling 817-723-1210 2214 Michigan Ave. Arlington, TX 76013	Providing individual, couples and family counseling. Specializes in relationship issues, divorce, parenting, trauma, child and adolescent, grief, stress management and drug/alcohol issues.	Most insurances accepted. Call with your specific plan f or approval.
Crossroads Treatment Center Deborah Adams-Bibbs dadams@ crossroadstreatmentcenters.com 817-386-9180 6733 Camp Bowie Blvd. Fort Worth, TX 76116	Crossroads Fort Worth provides outpatient addiction treatment for adults in opioid recovery specializing in medically supervised ambulatory detox, medication assisted treatment (MAT) using methadone and/or buprenorphine and outpatient addiction counseling and recovery education. They also offer dedicated services for young adults, pregnant and postpartum women and persons with co-occurring disorders .	
Fort Worth Brief Therapy Center 817-914-2267 3113 S. University Dr. Suite 201 Fort Worth, TX 76109	Provides individual, couples, and family counseling. Specializes in abuse and trauma, anger management, anxiety, addiction, and relationship issues	Blue Cross Blue Shield (BCBS) Multiplan/PHCS and Lifesync accepted
Hugley Behavioral Health Center 817-568-6728 11801 South Freeway Burleson, TX 76028	Adult Inpatient: Psychiatric care and detoxification and chemical dependency Adult Partial Hospitalization, Adult Intensive Outpatient Program (IOP), chemical dependency rehab and aftercare support services. Adult Out Patient - Monday-Friday 9:30am-3:00pm	Most insurances accepted. Call with your specific plan for approval
Impact Counseling & Guidance Center 817-457-6728 2912 Little Rd. Arlington, TX 76016	Providing faith-based counseling, professional coaching, and caring support groups to individuals, couples, and families	Self-pay
Lena Pope 817-255-2652 401 W. Sanford St. STE 1600 Arlington, TX 76011	Child and family assessments and counseling, individual and group substance abuse treatment, individual, group, family, couples, and child therapy.	Most insurances accepted. Financial assistance available, based on verifiable income
Light (Living in Good Health Treatment) Program – VOA Stephanie Duncan (Program Manager) www.voatx.org 2841 Avenue H. Fort Worth, TX 76105	Substance abuse treatment program that offers a residential treatment program for women and women with children.	

Organization Phone Email and/or Address	Services Provided	Insurance
Mansfield Counseling Jeffrey Gallup 214-307-8753 751 US HWY 287N 103 Mansfield, TX 76063	Mansfield Counseling provides mental health evaluation and treatment services for children, adolescents and adults .	
Medmark Treatment Centers David Dropkin ddropkin@medmark.com 817-207-8700 5201 McCart Ave STE. H Fort Worth, TX 76115	Offers an opioid treatment program (OTP) that tailors a care plan to your unique needs, ensuring the best possible outcomes. Whether you're struggling with fentanyl, heroin, prescription drugs or other opioids, we are here to help you navigate the path to recovery.	
Mental Health Counseling- AIDS Outreach 817-335-1994 801 West Cannon Ft. Worth, TX 76104	Providing outpatient mental health and substance abuse services, adjustment issues, gay/lesbian/bisexual issues, HIV/AIDS, Therapy-family, group, individual, marital. CALL FOR MORE INFORMATION.	Counseling Fees Apply Medicaid accepted No charges for other services
MERIT Chemical Dependency Program Inc. 817-413-9163 3807 E. Lancaster Ave Ft. Worth, TX 76103	Mix of mental health and substance abuse services for adolescents, persons with co-occurring mental and substance abuse disorders, women, and criminal justice clients	Medicaid, State financed insurance, Private insurance, TRICARE, Self-pay and Sliding scale
Metro Center for Counseling and Psychotherapy 2516 Oakland Blvd. #5 Ft. Worth, TX 76103	Counseling for individual, groups & families, behavior mgt, ADD/ADHD, conflict resolution, crisis intervention, drug prevention /intervention, educational deficits, family conflicts, grief, self-control, self-esteem and motivation ages 3 and up.	Medicaid, Private insurance, Self-pay
Mesa Springs 817-292-4600 5560 Mesa Springs Dr. Fort Worth, TX 76123	The Mesa Springs multidisciplinary team of psychiatrists, therapists and clinicians work together to accurately diagnose mental health conditions. Inpatient and outpatient treatment is available to help diagnose, manage and treat a wide range of mental health and addiction issues.	
MHMR Addiction Recovery 817-569-4300 www.mhmrtc.org/AS 3840 Hulen Street, North Tower Fort Worth, TX 76107	MHMR offers help for children and adults with behavioral health (mental health and/or substance use) needs and other serious emotional concerns.	
MHMR Recovery Center 817-569-4600 www.mhmrtc.org/AS 1501 E. El Paso Street Fort Worth, TX 76102	MHMR provides comprehensive treatment for recovery through our Substance Use Disorder Services. MHMR offers a continuum-of-care for both adults and adolescents, including those with limited resources.	

Organization Phone Email and/or Address	Services Provided	Insurance
Millwood Hospital 817-261-3121 1011N. Cooper St. Arlington, TX 76011	24 hours hotline, FREE assessment ,mental health services for ages 5 and up, chemical dependency, dual diagnosis, crisis stabilization, IOP, Inpatient hospitalization, medications, outpatient referrals, detox, aftercare, rehab and faith-based care.	Medicaid until age 20 Medicare, Self-pay, and most insurances
Mr. Gilmer, Ms. LPC 817-927-8584 4200 S. Freeway #2315 Ft. Worth, TX 76115	Anger management, marriage/family therapy, anxiety, depression, chemical dependency, and teen/adolescent issues.	FREE Consultation Amerigroup, Aetna, BCBS, Humana, Medicaid \$50-\$60
Mountain Movers 817-514-0290 www.mercyheart.org 4600 Wheeler Street Fort Worth, TX 76117	Faith-based program on addictive behavior held in conjunction with Mercy Heart Ministry (Thursdays at 6:00p.m.)	
Narcotics Anonymous 817-335-6360 817-624-9525 (24 hour help line) www.na.org www.fwana.org 316 Bailey STE. 307 Fort Worth, TX 76147	Narcotics Anonymous is a nonprofit fellowship of men and women for whom drugs have been a major problem. Recovering addicts meet regularly to help each other stay clean. The Twelve Steps of NA are the basis of the recovery program.	
N. TX Psychiatric Assoc.-Dr. Alloju 817-457-4646 5501 Bridge St. Ft. Worth, TX 76112	Suboxone treatment for Opiate (pain pills, heroin) addiction, general addictions, depression, anxiety, Bipolar, PTSD,OCD, Adult ADD/ADHD, Bulimia and Schizophrenia	Self-pay
New Horizon Counseling Center 817-522-1095 1601 E. Lamar Blvd. STE. 214 Arlington, TX 76011	Providing individual, couples and family counseling. Specializes in relationship issues, divorce, parenting, grief, addiction, anger, and stress mgt.	Most insurances accepted Sliding scale available based on approved eligibility
Nexus Recovery Center (Adult Women and Detox Program) Leesa Nelson lnelson@ntace.org 817-795-8278 124 W. Pioneer Pkwy. Arlington, TX 76010	Nexus is a non-profit organization based in Dallas, Texas that treats the whole woman by offering an array of comprehensive services, including specialized substance use disorder (SUD) treatment services, as well as therapeutic treatment and care for their accompanying children in order to restore health and encourage resilience – regardless of a woman’s ability to pay.	
Patricia M. Lux, MSSW, LCSW 817-889-4263 1408 W. Abram St. #107 Arlington, TX 76013	Providing psychotherapy/counseling, coaching, employee assistance counseling; specializes in anger management, airline crew issues, and grief/loss issues.	FREE Phone Consultation Self-pay

Organization Phone Email and/or Address	Services Provided	Insurance
Phoenix Associates Counseling Services 817-388-0311 3001 W. 5th St. Fort Worth, TX 76107 817-795-3030 110 W.Randol Mill Rd # 120 Arlington, TX 76011	Outpatient substance abuse treatment through an intensive outpatient, supportive outpatient programming and individual.	Self-payment and payment assistance options
Recovery Resource Council 817-332-6329 Recoverycouncil.org West Campus 2700 Airport Freeway Fort Worth, TX 76111	Nonprofit organization with 72 years of experience providing hope, conquering addiction and healing families. Provides information, assessment, and referrals to inpatient programs or outpatient support groups. Serves as the link connecting individuals who lack insurance or other means to obtain referral for drug/alcohol treatment services., Veteran services, support groups, prevention and relapse education	Assistance is provided
Rush Creek Counseling Center 2350 Southwest Green Oaks Boulevard Arlington, TX 76017	Providing Christian-based counseling to individuals, couples, and families. Specializing in marriage and family, child play-therapy, abuse, grief, depression, anxiety, anger, addiction and co-dependency issues.	Self-pay
Salvation Army First Choice Esther Ontiverso- Treatment Services Manger www.salvationarmydfw.org 817-344-1850 1855 E. Lancaster Ave Fort Worth, TX 76103	Residential long-term (30 day) treatment for substance abuse.	Check with facility for payment assistance.
Salvation Army Rehabilitation Program 800-728-7825 2901 NE 28th St. Fort Worth, TX 76111	The Salvation Army of Texas Rehabilitation Program provides spiritual, social and emotional assistance for men and women who have lost the ability to cope with their problems and provide for themselves. Each center offers residential housing, work and group and individual therapy all in a clean, wholesome environment.	May take people with no insurance

Organization Phone Email and/or Address	Services Provided	Insurance
Santa Fe Youth Services 817-492-4673 www.santafeyouth.org 7524 Mosier View Court, STE. 200 Fort Worth, TX 76118	Substance abuse prevention, intervention and counseling services for adolescents and their families.	All services are provided FREE of charge.
Stonegate Satchel Stillwell, LPC satchel@stonegatecenter.com Allison Johnson, CQI ajohnson@stonegatecenter.com 817-448-8893 7510 FM 1886 Axtel, TX 76020	Satchel is a licensed professional counselor and is passionate about helping men find recovery through the 12 steps. Satchel works to help clients and their family members identify and challenge systemic issues that perpetuate the disease of alcoholism.	Accepts many major insurance carriers.
Substance Abuse Guidance and Education (SAGE) 817-238-9911 4601 Boat Club Rd suite 125 Fort Worth TX, 76135	SAGE is a substance abuse outpatient treatment facility providing affordable quality substance abuse assistance and court ordered education class needs.	
Sundown Ranch 903-479-3933 www.sundownranchinc.com 3120 County Road 2318 Canton, TX 75103	Sundown Ranch is a treatment facility designed to meet the needs of individuals suffering from chemical dependency and related co-occurring psychiatric disorders. Serves young adults up to age 24.	
Dr. Amanda Stanley 817-592-0750 108 North 1st Avenue Mansfield, Texas 76063	Stanley Psychology is a group of experienced, unique and passionate employees who work together to create a welcoming and supportive therapeutic environment for clients.	
Start Your Recovery Startyourrecovery.org/	StartYourRecovery.org provides helpful information for people who are dealing with substance use issues and their family members, friends and co-workers.	
Sundance Behavioral Healthcare System 817-583-8080 7000 HWY 287 Arlington, TX 76001	Providing mental health, substance abuse and psychiatric (inpatient /outpatient) treatment for adults and children.	Most insurance plans accepted

Organization Phone Email and/or Address	Services Provided	Insurance
Tarrant Council on Alcoholism and Drug Abuse 817-332-6329 2700 Airport Freeway Fort Worth, TX 76111	Coordinates area substance abuse treatment services and provides education, information and referrals	
Tarrant Youth Recovery Campus (TYRC) 817-569-4270 1527 Hemphill St. Fort Worth, TX 76104	Adolescent Residential Treatment Adolescent Outpatient Services	
Teen Life Challenge of Fort Worth 817-336-8191 www.fwteenchallenge.com 747 Samuels Ave. Fort Worth, TX 76102	Christian drug and alcohol ministry for women ages eighteen (18) and older. Twelve-month residential program which provides bible studies, prayer, work, and recreation. There is also an opportunity to acquire a G.E.D. diploma.	
Texas Health Resource Center: Recovery and Wellness Center 682-549-7899 Texashealth.org/behavioral-health/services-offered/residential-addiction-treatment	Evidence Programming (Counseling, groups, educational programs) towards helping individuals with addictions	
Texas Treatment Services – Opioid Treatment Program (OTP) 3529 Denton HWY Haltom City, TX 76117	This program provides medication-assisted treatment services for those addicted to opioids such as oxycodone, codeine, fentanyl, morphine, heroin and others. Common treatment drugs are methadone, buprenorphine (Suboxone and Subutex), or naltrexone.	
The Excel Center for Adults 817-261-3121 1111N. Cooper St. Arlington, TX 76011	Outpatient day program for adults, offering mental health and chemical dependency care	Most insurances accepted Call with our specific plan for approval
The Right Step 817-857-9112 888-995-1845 www.rightstep.com 2119 W. Euless Blvd. Euless, TX 76040	Substance abuse treatment through detox, residential short-term or long-term, halfway house and outpatient treatment.	Accepts self-payment state financed insurance and private insurance.

Organization Phone Email and/or Address	Services Provided	Insurance
Transitions Counseling 817-680-9218 2304 West Bardin Rd. STE. 202 Grand Prairie, TX 75052	Providing individual, couples and child/adolescent/ family counseling. Specializes in relationship issues, divorce, parenting, teens, abuse, addiction, and foster-care issues.	Insurances accepted Foster Care Medicaid Star Health
Valley Hope 817-424-1305 www.valleyhope.org 2300 William D. Tate Ave. Grapevine, TX 76051	Offers medically monitored detox, residential treatment, outpatient treatment services and relapse prevention programs.	Private pay, private insurance and payment assistance available
Veterans Affairs Outpatient Clinic 817-882-6000 300 W. Rosedale Ft. Worth, TX 76104	Health care services provided including mental health/mental illness.	Veteran's insurance is billed
Victory Temple Ministries 817-624-9687 www.victorytempleministries.com 3425 N Elm St. Fort Worth, TX 76106 Men's home: 2526 Columbus Ave., FW, TX 76164 Women's home: 2517 Loving Ave., FW, TX 76164	90 day stay in-house bible-based drug/alcohol treatment center. The Men's home and the Women's home both offer a free six-month recovery program for the substance abuser who has a desire to change.	
Volunteers of America 817-535-0853 2710 Avenue Fort Worth, TX 76105	Substance abuse treatment. Halfway hours Services provided to persons with co-occurring mental and substance abuse disorders, seniors/older adults, pregnant post-partum women, women, men, and criminal justice clients	Self-pay
Volunteers of America (VOA) Riverside Treatment Center Roderick Howard www.voatx.org 817-534-3432 4700 S Riverside Dr. Fort Worth, TX 76119	Substance abuse treatment through a 60-day residential program and/or a 30-day relapse prevention residential program.	Payment assistance is available.
Women's Center of Tarrant County 817-927-4000 1723 Hemphill Fort Worth, TX 76110	Clinical assessment, individual and group counseling for women, men, adolescents, and children in crisis and transition, couples' counseling support and learning groups for women	Medicare and Medicaid accepted Reduced fee based on financial need Nominal fee for groups

Disciplinary Sanctions

The College will impose sanctions on students and employees for violations of the standards of conduct included in Section I (consistent with local, state, and federal law). As noted below, such sanctions may include, but are not limited to, expulsion (for students), termination of employment (for employees), and/or referral for prosecution.

Student Sanctions

The following disciplinary sanctions may be imposed upon any accused student or recognized student organization found to have violated College District policy or engaged in misconduct, including misconduct pertaining to alcohol or other drugs. All disciplinary sanctions are cumulative, and the previous conduct history of the student or recognized student organization shall be considered when issuing a disciplinary sanction. Disciplinary sanctions are also subject to enhancement based on the severity of the behavior and the impact on the College District community. More than one disciplinary sanction can be imposed for any single violation.

1. **Reprimand** - A written notice given to a student or recognized student organization explaining that the student or recognized student organization has engaged in misconduct or violated College District policy or institutional regulations. Repeated incidents of misconduct or violations of College District policy or institutional regulations can result in more severe disciplinary action.
2. **Restitution** - Reimbursement for damage to, or misuse of property. Reimbursement may take the form of an appropriate service to repair or otherwise compensate for damage.
3. **Disciplinary Probation** - A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions including suspension or expulsion if the student or recognized student organization is found to have engaged in additional violations during the probationary period.
4. **Disciplinary Suspension** - Forced withdrawal from the College District for either a definite period of time or until stated conditions have been met. Normally, suspension shall extend through a minimum of one regular long semester (with summer sessions not counting in the one-semester minimum time lapse). However, suspension may exceed the one-semester minimum.
5. **Deferred Suspension** - Establishes a fixed period of time, allowing the student or recognized student organization to complete the current academic term or semester. While the student is allowed to remain enrolled, a recognized student organization is not permitted to represent the College or participate in any extracurricular activities. The specifics of the Deferred Suspension shall vary based upon the violation and circumstances for each student or recognized student organization. Restrictions on the student or recognized student organization shall include limiting participation in activities to those directly related to academic pursuits or the completion of academic requirements. This includes entering College District buildings or attending College District events. The College District shall have the authority to impose additional conditions, restrictions or sanctions during a deferred suspension.
6. **Disciplinary Expulsion** - Permanent separation of the student or recognized student organization from the College.
7. **Loss of Privileges** - Denial of specified privileges for a designated period of time.
8. **Administrative Withdrawal** - Removal from an academic or non-credit bearing course as a result of disruptive or insubordinate behavior.
9. **Educational Disciplinary Sanctions** - Work assignments, essays, service to the College District or other related discretionary assignments. At his or her discretion, the campus president or vice president for Student Affairs shall have the authority to require that a student or recognized student organization complete additional educational assignments such as essays or research papers or perform services for the College District.

10. **Revocation of Admission and/or Degree/Certificate** - The College District shall have the authority to revoke a student's admission or a degree or certificate for fraud, misrepresentation, violation of degree or certificate standards or other serious violations of conduct.
11. **Withholding Degree/Certificate** - The College shall have the authority to withhold the awarding of a degree or certificate from a student who has otherwise earned the degree or certificate until the student has completed or satisfied all imposed disciplinary sanctions.
12. **No Trespass Order** - A student or recognized student organization suspended or expelled from the College District shall be issued a no-trespass order for the duration of the assigned sanction. Exceptions shall be made for suspensions, as noted above at items 5 and 6.
13. **No Communication/Contact Order** - The College District shall have the authority to prohibit a student or recognized student organization from engaging in personal contact and all forms of communication with other members of the College District community. This sanction shall be imposed primarily when such contact has the potential to lead to harassment, threats or other forms of unwanted interaction, or the College District believes there is a reasonable likelihood of additional conduct violations by the student or recognized student organization.
14. **Withhold Official Records** - The College District shall have the authority to block registration or withhold transcripts, grades, diplomas or other official records if the action is reasonably necessary to preserve the College District's ability to enforce disciplinary rules.

Employee Sanctions

The College District prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances, illegal drugs, inhalants, and alcohol in the workplace and will impose sanctions on employees who violate these prohibitions.

Sanctions assigned to employees who violate the DAAPP may vary depending on the severity and nature of the offense. Sanctions may include a combination of or one of the following for violation (See Appendix for full policies) of DAAA (LEGAL) DH (LOCAL), DH (LEGAL), DI (LOCAL), DIAA (LOCAL), DHR (LOCAL), FFDA (LOCAL):

- Personal and verbal counseling by supervisor
- Write-up documenting the incident and warning that such infraction in the future will not be tolerated and a future infraction may result in termination of employment
- Suspension with and without pay
- A mandatory referral to the Employee Assistance Program
- A Performance Improvement Plan may be issued to the employee which is a developmental plan aimed at improving the employee's behavior, conduct, or performance with time frame to remediate the issue facing the employee
- The College may non-renew the contract of a faculty or staff
- The College may dismiss the employee

VIII. Appendices

Appendix 1: Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

Appendix 2: Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances

Appendix 3: Employee Standards of Conduct DH (LOCAL)

Appendix 1: Federal Trafficking Penalties

Drug/Schedule	Quantity	Penalties	Quantity	Penalties
Cocaine (Schedule II)	500-4999 grams mixture	<p>First Offense: Not less than 5 yrs., and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	5 kgs or more mixture	<p>First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual</p>
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40-399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1-9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture		50 grams or more mixture 500 grams or more mixture	
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture		100 gm or more pure or 1 kg or more mixture	
Penalties				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<p>First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if it is an individual, \$10 million if not an individual.</p>		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	<p>First Offense: Not more than 10 yrs. If death or serious injury, not less than 15 yrs, or more than life. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or serious bodily injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>		
All other Schedule IV drugs	Any amount	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.</p>		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any Amount	<p>First Offense: Not more than 1 yrs. Fine not more than \$100,000 if an individual \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 years. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>		

Appendix 2: Federal Trafficking Penalties - Marijuana

Drug	Quantity	1st Offense	2nd Offense *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. Or more than life. If death or serious bodily injury, not less than 20 years or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual	Not less than 20 yrs. Or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 years. Or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual
Marijuana (Schedule I)	More than 10 kgs of hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$1 million if an individual, \$5 million if other than an individual	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual



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Appendix 3: Employee Standards of Conduct DH (LOCAL)

Ethical Standards

Employees are subject to the ethical standards set forth below from the Tarrant County College District Code of Professional Ethics.

Violations

Employees shall comply with the ethical standards and rules of conduct set out in this policy and with any other policies, regulations and guidelines that impose duties, requirements or standards attendant to their status as College District employees. Violation of any policies, regulations or guidelines may result in disciplinary action, including termination of employment. Nothing in this policy modifies the at-will status of noncontractual employees. [See DCC, DIAA, and DM series]

Code of Professional Ethics

In order to express the affirmation of the College District's professional responsibilities more adequately, the employees of the College District, with the full support of the Board, do adopt and hold ourselves and each other subject to the following Code of Professional Ethics:

Place the educational welfare and success of College District students as the College District's highest priority. Strive to help all students realize their full potential as scholars and as human beings.

Treat all persons with respect, dignity and justice, not discriminating against anyone on an arbitrary basis such as race, color, sex, age, religion, national origin or disability. Refrain from any conduct deemed to be sexual harassment, racial harassment or any other form of illegal harassment. Report immediately any violation through the chain of supervision.

Encourage and defend the unfettered pursuit of truth. Support the free exchange of ideas and observe the highest standards of academic honesty, integrity, scholarship and tolerance of other viewpoints.

Recognize the necessity of many roles in the educational enterprise and work in such a manner as to enhance teamwork and collegiality among students, faculty, administrators and support staff.

Recognize and preserve the confidential nature of professional relationships, neither disclosing nor encouraging the disclosure of information or rumor that might damage, embarrass or violate the privacy of any person unless required by law. This is not to indicate that persons of good judgment should not apprise College District officials of legal or ethical violations of College District policy.

Maintain competence through continued professional development. Demonstrate competence through preparation and performance and seek to enhance that competence by requesting and accepting constructive criticism and evaluation.

Refrain from activities that may have a conflict of interest. Exercise the highest professional standards in the use of time and resources. Refrain from using professional position for personal gain on campus or while working regularly assigned hours. Recognize the responsibility to the citizens and taxpayers of Tarrant County.

Rules of Conduct

Fulfill the employment agreement both in spirit and in fact. Neither accept tasks for which we are not qualified nor assign tasks to unqualified persons.

Act in all affairs in such a manner as to bring credit to the institution. Know and support the goals, objectives and ideals of the institution.

Observe the stated rules and regulations of the institution. Seek revision in a judicious manner.

Participate in the governance of the institution by accepting a fair share of committee and institutional responsibilities.

Support the right of due process for all.

Disapprove the continuation in higher education of an individual who is found, through due process, to be persistently unethical or professionally incompetent.

Accept all the rights and responsibilities of citizenship including participation in the formulation of public policy.

Refrain from any consensual relationship of an amorous or sexual nature between persons of authority, such as faculty or administrators, and their students or subordinates. Recognize that this behavior compromises the special trust between the College District and the citizens it serves.

Every organization must have certain rules in order to operate smoothly and efficiently, to make cooperation with other employees easier, and to assist in properly respecting the rights and interests of each employee.

In most cases, such as poor work performance, minor infraction of College District regulations, poor attendance, and the like, corrective action may be taken in an effort to enable the employee to become a more productive member of the College District. If such action is not effective, the employee may be dismissed.

Examples of offenses that may warrant immediate discharge are as follows:

1. Refusal to carry out job duties or reasonable directives of the employee's supervisor.
2. Deliberate or reckless action that causes either actual or potential loss, damage, or physical injury to the College District, its employees, students, or students' property.
3. Fighting or disorderly conduct on College District premises.
4. Unauthorized disclosure of confidential or related material or information.
5. Misrepresentation, including falsification of reports or records.
6. Conviction under a criminal drug statute or the illegal or unauthorized sale, purchase, transfer, use, or possession of alcohol or any dangerous controlled



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or illicit substance as defined by Texas law, on campus or at a College District-sponsored or -sanctioned activity.

7. Misappropriation of College District funds or other assets.
8. Illegal or unauthorized sale, purchase, transfer, use, or possession of alcohol or drugs (narcotics, hallucinogens, stimulants) on College District premises or while on College District business.
9. Illegal or unauthorized possession of a weapon on College District property.
10. Being under the influence of alcohol or illegal drugs on the job or on College District premises. The College District has the right to require an appropriate test if an employee is suspected of being under the influence of drugs or alcohol.
11. Failure to report absence from work.
12. Use of offensive or abusive language or conduct toward employees, students, or the public.
13. Conviction of or pleading guilty to a felony or a drug-related offense.
14. Use of audiotapes or any type of voice-activated equipment for the purpose of taping conversations with students, another employee, supervisors, members of the Chancellor's Cabinet, the Chancellor, or a Board member without proof of consent or prior notice.

The offenses above serve as examples of good cause and are not intended to be all inclusive, nor do they imply forfeiture of an at-will employment right with non-contractual employees.

If a decision is made to dismiss an employee under this section, dismissal procedures [see DM series] shall be followed.

Any employee who is found guilty (including a plea of no contest) or has a sentence, fine, or other penalty (including deferred adjudication) imposed by a court of competent jurisdiction under criminal statute for an offense involving abuse, injury, or misconduct of children or an offense involving a controlled substance that occurred in or on premises or property owned or controlled by the College District shall report such action to the associate general counsel within 5 days of the conviction.

Electronic Media

Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (email), web logs (blogs), electronic forums (chat rooms), video-sharing websites, editorial comments posted on the internet and social network sites. Electronic media also includes all forms of telecommunication, such as landlines, cell phones and web-based applications.

Record Retention

An employee shall comply with the College District's requirements for records retention and destruction to the extent those requirements apply to electronic media. [See CIA]

Personal Use

Employees shall be held to the same professional standards in their public use of electronic media as they are for any other public conduct. If an employee's use of electronic media violates state or federal law or College District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

An employee is prohibited from storing personal data on the College District's technology resources. If any employee stores personal data on the College District's

Tobacco and E-cigarettes

technology resources, the College District will not facilitate the recovery of any personal data.

The use of tobacco products or e-cigarettes shall be prohibited on College District grounds; in College District buildings, facilities and vehicles; and at College District-related activities. This prohibition shall also apply to spaces leased by the College District. The use of tobacco products and e-cigarettes shall be permitted in private vehicles parked on College District property, provided any residue is retained within the vehicles. Violation of the College District's policy on the use of tobacco products and e-cigarettes may result in disciplinary action up to and including termination. [See FLBD]

An employee shall not give or sell tobacco products or e-cigarettes to a person in violation of law.

Tarrant County College 220502

EDUCATIONAL ROLE, MISSION, PURPOSE, AND RESPONSIBILITY AD (LOCAL) Adpoted: 10/17/2024

Ethical Policy

The Board, administration, faculty and staff of the College are dedicated to providing quality education in accordance with the expectations of the people of Tarrant County. To that end, they shall adhere to the highest ethical standards in managing the resources effectively and efficiently to reach the College's goals and objectives and achieve its mission. The Board adopts ethical standards for employees and for its members. [See DH(LOCAL) and BBF(LOCAL)]

The College affirms the inherent worth of all persons and the right of all persons to learn. The College strives to provide an environment devoted to the pursuit of truth, excellence and liberty. These flourish where both freedom and responsibility are esteemed.

Student Success Policy

The success of Tarrant County College District (TCCD) will be measured by the success of its students. The College is committed to fostering an environment that promotes academic excellence, personal growth and career readiness. Our mission, values, strategic plan, policies and budget decisions will reflect our dedication to student success for all students

Definition of Student Success

Student success at TCCD is defined as the achievement of academic, personal and professional goals. This includes completion of degrees, certificates and other credentials of value, successful transfer to four-year institutions, and readiness for the workforce.

The College will rely upon evidence about student progress to make strategic decisions and allocate resources. TCCD will promote collaboration across the organization and among various groups by achieving consensus on the measures of student success and by stressing that student success is the responsibility of the entire College.

Principles and Measures of Student Success

Principles:

- Comprehensive strategic planning sets success goals and metrics for improving student outcomes.
- Organizational structures, policies and practices support student success values and priorities to ensure a student-centered college
- Student success goals, including targets and metrics, describe expectations and progress towards these goals are monitored and assessed on an on-going basis.

- Budgeting and planning processes are aligned and reflect student success goals and priorities.
- Instructional practices incorporate sound principles of pedagogy to enhance learning outcomes.
- Program-level outcomes are aligned with the requirements for success in employment and advanced education attainment

Student success will be measured with Key Performance Indicators assessing completion, retention, transfer and employment outcomes. Regular reports on progress in achieving student success will be presented to the College and Board of Trustees.

Tarrant County College
220502
AD (LOCAL)-X
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