



Drug Free Schools and Communities Act
Biennial Report 2021-2022

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Introduction

Since 1890, the University of North Texas (UNT) has been a catalyst for transformation for our students and for the North Texas region. As one of the nation's largest public universities, UNT is dedicated to providing an excellent educational experience for 40,796 students while fueling the intellectual, economic, and cultural progress of one of the largest, most dynamic regions in the United States.

A student-focused public research university, UNT graduates more than 8,500 students each year from 14 colleges and schools and offers 106 bachelor's, 88 master's and 36 doctoral degree programs, many nationally and internationally recognized. As Dallas-Fort Worth's largest and most comprehensive university, UNT is growing as a national leader in education, research and scholarship, student support and community engagement – the pillars of a great public research university.

University Mission

At the University of North Texas, our caring and creative community empowers our students to thrive in a rapidly changing world.

University Vision

We will become globally known for collaborative and imaginative educational innovation and scholarly activity that transforms our students and benefits the world around us.

University of North Texas and Drug Free Schools and Community Act

The University of North Texas is dedicated to developing and creating a community that is free from the illegal use of alcohol beverages and drugs. The success and development of all students is a priority at the University of North Texas. We are dedicated to creating an environment that is safe and stimulating to the growth potential of every student. We believe it is important to create this environment due to the health risks associated with consumption of alcohol including:

- Possibility of substance use disorder.
- Consumption of alcohol, even in small amounts, has been shown to cause both liver and heart damage.
- Working out and cardiovascular exercise after consuming alcohol can significantly increase heart and liver damage for up to 5 days.
- Alcohol disrupts sleep and neurological rhythms vital to repair, growth, and healing.
- About 97,000 students between 18-24 experiencing alcohol-related sexual assault or date rape.
- 696,000 U.S. university students experience assault by another student who has been drinking.
- Overdose can lead to neurological and/or physiological damage as well as death.

To create an environment that is free from illegal use of alcohol and drugs, the University of North Texas takes various proactive steps. University regulations prohibit any unlawful possession, use, distribution, or sale of alcohol and other drugs by students, faculty, staff, or guests to the university, on university-owned property and at all university sponsored activities. University of North Texas students are also prohibited from the illegal use of drugs or alcohol whether on or off campus. The legal age for the consumption of alcohol is 21 years of age. Any underage student consuming alcohol is violating standards for student conduct. Additionally, excessive alcohol use can lead to additional violations, such as driving while intoxicated or public intoxication.

Smoke and Tobacco-Free Workplace and Campus

The University of North Texas became a smoke-free campus on January 1, 2013. In the interest of promoting the health, well-being and safety of students, faculty, staff and campus visitors, the University of North Texas (UNT) prohibits smoking anywhere on university property and limits the use of smokeless tobacco products and electronic cigarettes on the UNT campus.

The smoke-free campus policy includes:

- Smoking is prohibited on UNT property (indoors and outdoors) and in UNT-owned vehicles.
- The sale and distribution of tobacco products are prohibited on campus.
- Smoking is allowed in personal vehicles provided that the windows are closed, and waste products are disposed of properly.

The policy was updated January 1, 2020, to update the definition of tobacco to include smokeless tobacco products, including but not limited to cigarettes, cigars, pipes, water pipes (hookah), bidis, kreteks, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, smokeless pouches or other forms of loose-leaf tobacco.

PART ONE: PROGRAMS

I. Drug and Alcohol Programs and Services

A. Student Activities

One of the goals of Student Activities is to help students get involved on campus, to maximize their college experience. Through a variety of events, services, and resources, the office provides students with opportunities to connect to the university and to other students.

Student Activities promotes a sense of community and loyalty to the university while serving to enhance the social, intellectual, and developmental growth of students as individuals or as members of student organizations. We do this through three main areas: campus-wide events and traditions, off-campus student services, and student organization services.

Student Activities programs include:

Student Organization Orientation

Orientation is required annually for organization registration. At least one officer must participate. During orientation, organization officers are made aware of University rules and regulations relating to student organizations, as well as services and resources for their benefit. Basic risk management, event planning, and University policy information is covered.

Student Organization Risk Management Training

As required by state section 51.9361 of the Texas Education Code, advanced risk management training is required annually for specified officers of student organizations that are perceived as participating in higher risk activities, including fraternities and sororities in the Center for Fraternity and Sorority Life and Sport Clubs overseen by Rec Sports. In addition, the training is required once for the specified organizations' advisors. Topics include alcohol violations and sanctions found in the Code of Student Conduct.

Student Activities has shown the risk management video to all student organizations, via the mandatory student organization orientation. The video covers information about alcohol and illegal drugs, including a brief overview of what happens for related violations of the Code of Student Conduct. During the 2021-2022 student organization registration period, 469 students reviewed the video and received information on alcohol and drugs and overdose response.

Event Safety Committee

The purpose of the Event Safety Committee (ESC) is to ensure that student organization events with possible risks associated with them are executed in the safest way possible, to promote the health and safety of organization members and their guests.

Student organizations wishing to hold events on UNT property dealing with elements that are risky in nature, including the use or distribution of alcohol, must be referred to ESC per UNT University Policy [11.001 Facilities Use Coordination](#). The ESC is chaired by a staff member in Student Activities and is comprised of representatives from the UNT Police Department, Risk Management (insurance advisor & fire marshal), and a respective facility representative.

In each case, the ESC works with the student organization to achieve its intended goals while promoting safe activities that protect the organization's members, guests, community, and University property. The safe and legal handling of alcohol is discussed with the organization's event planner during the ESC meeting. A staff member and UNT Police personnel attend events with alcohol, to ensure safety and compliance with previously agreed upon rules. If violations of agreements are broken, the organization and/or individual members may face sanctions or review by one or more of the following: UNT Police Department, Event Safety Committee, Student Activities, Dean of Students Office.

ESC Website – <http://studentactivities.unt.edu/esc>

B. Orientation and Transition Programs

Orientation and Transition Programs (OTP) is a department within the Division of Student Affairs at University of North Texas. OTP focuses on orientation and providing programs to students who are new to the institution.

Programs

Orientation Leader Training (Summer 2021 and 2022)

The Orientation Leader team was trained on Campus Safety by UNT Police Office David Causey and alcohol and drug awareness by the RISE Center.

Resource Fair (Summer 2021 and 2022)

Departments across campus participate in the resource fair to inform incoming students and their families about the programs and services offered on campus. The RISE Center participated and shared information about how parents can talk with their students about alcohol and drugs, as well as sharing information about services.

C. Student Health and Wellness Center

The Student Health and Wellness Center (SHWC) is committed to providing excellent healthcare to our students. Student success, development, and preparation for global citizenship is dependent on the many facets of good health. Mindful of our diverse population we promote responsible personal health choices to enhance each individual's lifelong health and well-being. Within their purpose, we support the mission of the university to ensure service and quality in teaching performance, public service and outreach. SHWC conducted several programs that help educate students on the use of drugs and alcohol.

Clinical Appointments

The Student Health and Wellness Center (SHWC) medical clinic provided students a total of 288 clinical appointments for alcohol and other drugs in 2021. The breakdown of appointments included 67 appointments for alcohol; 135 for cannabis; 2 for stimulants; 1 for hallucinogens; 79 for tobacco/nicotine; 2 for psychoactive substances; and 2 undefined or

other. The Student Health and Wellness Center (SHWC) medical clinic provided students a total of 218 clinical appointments for alcohol and other drugs in 2022 (year to date as of 11/9/2022). The breakdown of appointments included 50 appointments for alcohol; 109 for cannabis; 43 for tobacco/nicotine; 5 for psychoactive substances; and 11 undefined or other.

Programs

Safer Sex Presentations (Spring 2021, Fall 2021, Fall 2022)

These presentations educated students on safer sex practices, proper use of barrier methods, STI/STD prevention, and the effects of alcohol and other drugs on the ability to provide consent. For Spring 2021, 1 presentation was provided that engaged a total of 18 students. For Fall 2021, 1 presentation was provided that engaged a total of 8 students. For Fall 2022, 1 presentation was provided that engaged a total of 14 students.

Virtual First Flight Week Safer Sex Course (Fall 2021, Fall 2022)

During First Flight Week, incoming students completed a virtual safer sex education course that promoted safer sex practices, proper use of barrier methods, STI/STD prevention, and the effects of alcohol and other drugs on the ability to provide consent. For Fall 2021, 1 week of virtual access was provided that engaged 698 students. For Fall 2022, 1 week of virtual access was provided that engaged 551 students.

Sexual Health BINGO (Fall 2021, Spring 2022, Fall 2022)

This program utilized a BINGO game format to educate students about safer sex practices, including the effects of alcohol and other drugs on the ability to provide consent. For Fall 2021, 1 event was provided that engaged 8 students. For Spring 2022, 1 event was provided that engaged 5 students. For Fall 2022, 2 events were provided that engaged a total of 41 students.

Unspoken School Supplies (Fall 2022)

This event provided safer sex kits and educated students on safer sex practices, proper use of barrier methods, STI/STD prevention, and the effects of alcohol and other drugs on the ability to provide consent. For Fall 2021, 4 events were provided that engaged a total of 164 students.

First Flight Week Bob Ross and Chill (August 2021)

In partnership with RISE, MCHR educated incoming students about healthy stress management strategies and on-campus resources for support (SHWC, MCHR and RISE). This event engaged 42 students.

Halloween Sexual Health Jeopardy (October 2021)

This program utilized a Jeopardy game format to educate students about safer sex practices, including the effects of alcohol and other drugs on the ability to provide consent. This event engaged 30 students.

Narcan Tabling (Spring 2021)

In partnership with RISE, MCHR educated students about opioid overdose. Participants were

provided with free Narcan. For Spring 2021, 6 events were provided that engaged a total of 200 students.

Sexual Health Trivia (Spring 2021)

This program utilized a trivia game format to educate students about safer sex practices, including the effects of alcohol and other drugs on the ability to provide consent. For Spring 2021, 3 events were provided that engaged a total of 24 students.

Let's Talk: Sex (September 2022)

In partnership with RISE, Pride Alliance, Survivor Advocate, and several community partners, students were able to participate in an expert panel discussion about safer sex practices, STI/STD prevention, and the effects of alcohol and other drugs on the ability to provide consent. This event engaged 14 students.

D. Housing and Residence Life

Student Staff Training: Residence Life Training and Part Time Desk Clerk Training

Residence Life Advisors (RLA) are live-in, part-time, student staff members that work in the Department of Housing & Residence Life. RLAs are made up of the following positions: Resident Assistants, Housing Ambassadors, and Facility Assistants. Part Time Desk Clerks (PTDC) are part-time, student staff that also work in the department but may not necessarily live-in the residence halls. All RLAs and PTDC attend RLT and PTDCT prior to the start of each long academic semester to prepare for their job responsibilities. This preparation includes informing them of their role as university staff members regarding both policy and enforcement of issues involving drugs and alcohol. The following training topics are presented to the student staff, as needed, to allow them to properly fulfill their job responsibilities.

- University and Housing Policy – Housing staff are familiarized with University and Housing policy regarding student conduct. Review of the Code of Student Conduct and the Housing Handbook are included to inform staff of the specific policies they will be enforcing.
- Emergency Protocol and On-call Training – Resident Assistants and PTDC are provided with a departmental Emergency Protocol manual which outlines response protocol for emergency situations and disciplinary infractions including alcohol in a student room, alcohol in a common area, drug suspicion, and intoxication. Additionally, the Emergency Protocol outlines how RA and PTDC staff should confront disciplinary situations appropriately.
- Incident Report (IR) Writing – RAs and PTDC are trained on how to properly document disciplinary incidents so that the information can be utilized for completion of the disciplinary process by Housing and Residence Life staff and the Dean of Students Office.
- Confidentiality – RLA and PTDC staff are introduced to confidentiality regulations associated with the Family Educational Rights and Privacy Act (FERPA) as well as

departmental confidentiality policies related to students being our primary business client.

- Behind Closed Doors (BCD) – New RA staff members practice confronting disciplinary and emergency situations in an artificial setting facilitated by various staff from the department. The Assistant Director for Student Staff Training, Community Director staff, and some returning RAs oversee the process to provide feedback and support for the RAs that can be put into practice during the performance of the job responsibilities.

Professional Staff Training

The UNT Housing and Residence Life Professional Staff (Pro Staff) is made up of several positions that directly supervise or work directly with the previously mentioned student staff members including Community Directors (CD), Assistant Community Directors (ACD), Graduate Coordinators (GC) and Desk Coordinators. CDs are full-time, live-in, professional staff members in the residence halls that directly oversee the operation and supervision of the community. ACD's are live-in staff members that are either full-time, professionals or graduate assistants. ACDs assist the CD to oversee the operation and supervision of the community. GC's report directly to Assistant Directors for the specific functional areas and are in the on-call rotation. Desk Coordinators are full-time professionals that supervise PTDC in an area of 3-4 residence halls. They are not on-call and do not live-in but work closely with the live-in staff on the desk operation of each residence hall. CDs, ACDs, GCs, and desk Coordinators participate in a training session before the start of each long academic semester that takes place in advance of student staff training. The following are specific topics covered during Pro Staff training:

- University and Housing Policy – Staff are thoroughly familiarized with university and Housing policy regarding student conduct. The Code of Student Conduct, and the Housing Handbook are reviewed and made available for further reference giving staff the ability to answer questions from staff, students, and parents alike.
- Emergency Protocol and On-call Training – Staff are provided with a departmental Emergency Protocol manual which outlines response protocol for emergency situations and disciplinary infractions including alcohol in a student room, alcohol in a common area, drug suspicion, and intoxication. Additionally, the Emergency Protocol outlines how staff should confront disciplinary situations and inform University Administration for incidents that threaten personal or community safety.
- Confidentiality – Staff are familiarized with the Family Educational Rights and Privacy Act (FERPA) and the aspects that apply to management of student records. Departmental confidentiality policies related to students being our primary business client are also covered extensively.
- Incident Report (IR) Writing and Documentation Management – Staff are trained on IR documentation preparation and documentation management to be prepared to relay information about events that occur within the residence halls so that the information

can be utilized for completion of the disciplinary process by Housing and Residence Life staff and/or the Dean of Students Office. In addition, CDs are trained on the steps to maintain appropriate and complete student disciplinary records for Housing and Residence Life use.

- Student Conduct Meetings – CDs receive directions for conducting disciplinary meetings with students and are given an understanding of the role that their position plays within the student conduct process in coordination with the Assistant Director for Conduct and Community Standards and the Dean of Students Office.

Community Development

The Department of Housing & Residence Life trains their professional and undergraduate staff to build community with all residence hall students. The staff promotes healthy behavior and provides health education information for topics that students are unfamiliar with. Several partnerships have been developed to ensure that accurate and appropriate information is presented to students through programming.

The Meadows Center for Health Resources (MCHR), the Recovery and Intervention Support and Education Center (RISE), the Drug and Alcohol Education Task Force (DAET), Counseling and Testing Services (CTS), and the University of North Texas Police Department all provide educational programming or information within the residence halls to address topics such as alcohol and drug awareness, safety, and responsible behavior.

In addition to partnered programming, Housing and Residence Life staff plan and execute intentional programming to engage students socially and academically to further promote healthy and responsible choices and behavior. These programs offer alternatives to negative behaviors, such as alcohol or drug abuse.

Housing and Residence Life, in partnership with CTS, employs two full-time counselors who provide educational resources and act as crisis management professionals. The counselors are available to Housing and Residence Life staff to schedule educational programming on a variety of topics including addiction, health and wellness, and stress management. The counselors exclusively see students who live in the residence halls and are officed out of Maple Hall, making them an easy resource for students to access, as well as part of the residence hall communities. The counselors also serve as emergency response professionals for students that experience severe distress and need crisis intervention.

Housing and Residence Life partners with the Drug & Alcohol Education Taskforce to develop an on-going poster campaign to educate residents on the consequences and effects of alcohol/drug abuse and personal choices that impact academic success. The posters are displayed throughout the residence halls regularly and provide residents with a viewpoint on how their decisions impact them as UNT students.

E. University Union

The University Program Council (UPC), the University of North Texas programming board, strives to provide regular late-night and weekend programming in the University Union to provide an alcohol-free environment available to students during prime social times. Below is a list of each event and attendance numbers for events offered on Friday night through Sunday.

Spring 2021 UPC Weekend Programs (These events were offered virtually)

Date	Event	Attendance
Friday, January 29, 2021	1155 Live ft. Travis Morgan	7
Friday, February 5, 2021	Game Night: Jackbox	9
Friday, February 26, 2021	Black History Month Game Show	7
Saturday, February 27, 2021	National Pokemon Day	15
Friday, March 12, 2021	Disney Bingo (6 PM)	26
Friday, March 19, 2021	Songs from the Studio	3
Friday, March 26, 2021	Aly & AJ	78
Friday, April 9, 2021	#MeToo	7

Fall 2021 and Spring 2022 UPC Weekend Programs

Date	Event	Attendance
Friday, August 20, 2021	Eagle Insomnia	1500
Saturday, August 21, 2021	1155 Live: Little King	75
Friday, August 27, 2021	UPCinema 8pm	140
Friday, September 3, 2021	UPCinema: A Quiet Place Part II	244
Friday, September 10, 2021	Karaoke Night	100
Friday, September 24, 2021	UPCinema: In the Heights	104
Friday, October 1, 2021	UPCinema: Scream	86
Friday, October 8, 2021	UPCinema: Hocus Pocus	42
Saturday, October 16, 2021	Trivia	60
Friday, October 22, 2021	UPC Concert	201
Friday, October 29, 2021	Bob Ross Paint Night	73
Friday, November 19, 2021	UPCinema: Black Widow	53
Friday, January 21, 2022	Eagle Insomnia	800
Friday, January 28, 2022	UPCinema: Dune	168
Friday, February 11, 2022	UPCinema: Antebellum	68
Saturday, February 12, 2022	Spring Festival Gala	300
Friday, February 25, 2022	UPCinema: Bad Boys for Life	36
Friday, March 4, 2022	UPCinema: House of Gucci 8pm	108
Friday, March 25, 2022	UPCinema: Spider-Man: No way Home 8pm	177
Sunday, March 27, 2022	Oscar Watch party	60
Friday, April 1, 2022	North By North Texas	500
Saturday, April 2, 2022	UPC Creations Clay pinch pots	48

Friday, April 8, 2022	UPCinema: Ghostbusters: Afterlife 8pm	61
Friday, April 15, 2022	UPCinema Dive-In: Pirates of the Caribbean	87
Friday, April 22, 2022	UPCinema: Shrek the Third	59

Fall 2022 UPC Weekend Programs

Date	Event	Attendance
Sunday, August 21, 2022	Movie on the Lawn: Doctor Strange in the Multiverse of Madness	600
Friday, August 26, 2022	Eagle Insomnia	1500
Saturday, August 27, 2022	Mean Green Game Watch and Kickoff	240
Friday, September 9, 2022	UPCinema: Elvis	251
Friday, September 16, 2022	Dive-in Movie: Teen Beach Movie	125
Saturday, September 17, 2022	Disney Trivia	110
Sunday, September 25, 2022	Bey Day	47
Friday, September 30, 2022	UPCinema: Lightyear	200
Friday, October 7, 2022	UPCinema: The Rise of Gru	188
Saturday, October 8, 2022	Cosplay Meet Up	100
Friday, October 14, 2022	UPCinema: Rocky Horror Picture Show	304
Friday, October 21, 2022	Karaoke Night	100
Saturday, October 22, 2022	Emo Bingo	100
Friday, October 28, 2022	Boo Bash	100
Friday, November 11, 2022	UPCinema: Ponyo	217
Sunday, November 13, 2022	UPicniC	70
Friday, November 18, 2022	UPCinema: Bullet Train	213
Saturday, November 19, 2022	Simpsons Movie & Donuts	111
Saturday, December 3, 2022	Knitting and Crocheting	59

F. Center for Fraternity and Sorority Life

Drug and Alcohol Education Taskforce (DAET)

The Center for Fraternity and Sorority Life (CFSL) has a staff representative participate in the DAET. The meeting is held on a quarterly basis in collaboration with several UNT departments, including SURE, to discuss goals, recommendations, and policies regarding alcohol and other substance use education for UNT students, including students involved in the fraternity and sorority experience.

Alcohol and Consent Education

CSFL asks all students who are joining a Greek life organization to complete the alcohol and consent education module online being offered through the Dean of Students office to support the efforts of the University to create a safe and healthy campus environment.

G. Dean of Students Office

Drug and Alcohol Education Taskforce (DAET)

The Division of Student Affairs appointed a Drug and Alcohol Education Taskforce (DAET) designed to spearhead the effort of providing drug and alcohol educational opportunities to students, staff, and faculty. Created in 2011, the DAET represents several departments including, but not limited to the Dean of Students, Housing and Residence Life, RISE Center, Student Activities, Orientation and Transition Programs, Greek Life, SHWC, UNT Police Department, Athletics, and faculty members.

Using the Collective Impact model, the DAET serves the UNT community by creating an opportunity for continuous dialogue and mutually reinforcing activities across the University as it relates to alcohol and drug prevention, education, and harm reduction.

Poster Campaigns

The DAET has developed alcohol and drug education posters each semester since its inception for the University community to use in their buildings.

Recovery and Intervention Support and Education (RISE) Center

Housed under the Dean of Students office, the RISE Center oversees the Substance Use Resource Education (SURE) program and the Collegiate Recovery Program (CRP). Established in 2020, this office, serves as the starting point for the University community for alcohol and drug prevention, stigma reducing programs, and recovery program. The synergy of housing both prevention and recovery services in one location allows for a more complete continuum of care for students' wellbeing and academic success.

Collegiate Recovery Program (CRP)

The CRP provides peer driven recovery support for students with substance use and mental health concerns. In 2021, 7 peer support groups were offered in the spring and 6 were offered in the fall. In 2022, 7 peer support groups were offered in the spring and 7 were offered in the fall.

CRP Peer Support Groups

Semester	# Participants
Spring 2021	367
Fall 2021	460
Spring 2022	491
Fall 2022	106
TOTAL	1424

Substance Use Resource Education (SURE) Program

The SURE program provides individual and community level alcohol and drug education, harm reduction strategies and early intervention support for the UNT campus community. Services include psychoeducation and motivational interviewing techniques to encourage healthy decision-making skills and personal responsibility to reduce the harmful effects of substance use. In July 2022, the RISE team staff completed training for Brief Alcohol Screening in College Students (BASICS). BASICS is a highly effective, evidence-based intervention that was implemented at UNT in the Fall 2022 semester to support students referred to our office for substance use concerns.

SURE Program Referrals

Academic Semester	Total Referrals (Year to Date)
Spring 2021	52
Fall 2021	64
Spring 2022	91
Fall 2022	85

Programs

International Overdose Awareness Day (IOAD) (2021 and 2022)

In collaboration with university and community partners, the RISE Center hosted IOAD in Fall 2021 and Fall 2022. Students learned about resources on and off campus to support individuals concerned with substance use. Students learned how to recognize signs of overdose and access Narcan.

Substance Free Tailgates (Fall 2021 and Fall 2022)

Substance free tailgating was hosted by the RISE Center for UNT Homecoming football games in conjunction with community partners. This event provided a substance free environment for attendees to enjoy. Food was provided to any guests who visited our area, serving as a harm reduction strategy to slow down alcohol consumption and absorption.

Safe Spring Break Event (Spring 2021, Spring 2022)

In collaboration with departments across campus, a resource fair was held to encourage healthy behaviors over Spring Break including alcohol serving sizes, drunk driving simulation, recognizing signs of overdose and how to respond.

Resource Tables and Presentations (2021 and 2022)

The RISE Center attended various wellness fairs, resource events, and led presentations to provide information on alcohol and other drugs throughout 2021 and 2022. In 2021, RISE Center staff attended 27 events and met with 1,494 students. In 2022, RISE center staff attended 33 events and met with 1,574 students.

Get Inclusive (2021 and 2022)

The RISE Center works with third party vendor, Get Inclusive to provide alcohol and consent education modules to incoming first year and transfer students. For Fall 2021, the completion rate was 61%. For Fall 2022, the completion rate for this module was 53%.

Additionally, the RISE Center assigns the Alcohol Sanction module to students who are referred to the office for code of conduct violations.

H. Department of Athletics

Intercollegiate Athletics Drug Education, Testing and Counseling Program Policy Statement

The University of North Texas believes the use of prescription drugs for reasons other than as prescribed, and the use of illegal drugs and unapproved dietary supplements are detrimental to the physical and mental well-being of its students. For these reasons, the University has developed a Drug Education, Testing and Counseling Program (“Program”) to educate student-athletes about the dangers of the improper and illegal use of drugs and dietary supplements, detect the improper and illegal use of drugs and provide counseling to assist student-athletes maintain a safe and healthy lifestyle.

The complete policy for UNT Department of Athletics can be found in Part 2 on page 40 under University of North Texas Policies and Procedures.

Substance Use Education

The Athletic Department has engaged in the following education with UNT student-athletes:

- **UNT Health and Wellness Fairs and Educational Seminars:** These events were collaborative events partnering with Student Health & Wellness Center, Counseling Center, and other health and wellness departments to provide drug, alcohol, and wellness educational opportunities.
- **Guest Speakers:** Multiple opportunities were offered to provide both educational and first-hand accounts and testimonials regarding health and wellbeing to UNT student-athletes.
- **Practical Demonstrations:** Drug and Alcohol educators provided UNT student-athletes with tips, techniques, and role play scenarios for substance use awareness and the effects of usage on human anatomy and physiology.
- **TAO Educational Modules:** UNT student-athletes utilized UNT Counseling and Testing Services Therapy Assistance Online (TAO) modules for substance use recovery, volunteering for safe harbor, or requesting additional educational opportunities.

References

[UNT Policy 04.011 Smoke-Free Campus](#)

[UNT Policy 04.016 Use of Alcoholic Beverages](#)

[UNT Policy 05.004 Illegal Drugs and Alcohol](#)

[UNT Policy 05.047 Drug-Free Workplace](#)

[UNT Policy 05.048 Drug-Free Workplace Statement](#)

[NCAA Bylaw 11.1.5 Use of Tobacco Products](#)

I. Student Financial Aid and Scholarships

The Free Application for Federal Student Aid (FAFSA) includes a question that reads: "Have you been convicted for the possession or sale of illegal drugs for an offense that occurred

while you were receiving federal student aid (such as grants, loans, or work-study)?" The students self-certify this question their answer to this question. Student Financial Aid and Scholarships (SFAS) is notified if a student admits to a conviction by the federal processor.

SFAS must determine if the convictions affect the students' eligibility. No financial aid can be processed until SFAS receives confirmation from the U.S. Department of Education (ED) that the students are eligible for aid. ED requires students convicted to complete a qualified drug rehabilitation program; which must include two unannounced drug tests.

FAFSA Management of Drug Abuse Prevention Program Requirements Relative to Federal Student Aid

Students complete the FAFSA and self-certify if they have been convicted for the possession or sale of illegal drugs for an offense that occurred while they were receiving federal student aid.

- If students self-certify with a "no" response, then the students are eligible for aid.
- If students self-certify with a "yes" response, the Institutional Student Information Record has a comment code to indicate students that said "yes". This causes a checklist to populate for the student.

Students are instructed to go back to the FAFSA to complete the Student Aid Eligibility Worksheet. Once they have completed the worksheet, they will be able to determine their eligibility date. Based on the results of the worksheet, students make required changes to the question on their FAFSA and take additional steps to notify their school, if required.

SFAS collects additional documentation related to students' drug convictions to ensure students meet the state's eligibility requirements for state aid.

Management of Drug Abuse Prevention Program Requirements Relative to TEXAS Grant

Students awarded a TEXAS Grant will complete an electronic certification annually on their myUNT student account when accepting their award. They self-certify by answering the following question, "Have you ever been convicted of a felony or an offence under Chapter 481, Health and Safety Code (Texas Controlled Substance Act), or under law of another jurisdiction involving a controlled substance as defined by Chapter 481, Health and Safety Code?"

- If the students self-certify with a "no" response, then the students are eligible for aid.
- If the students self-certify with a "yes" response, it causes a checklist to populate for the student and they are not eligible to receive the TEXAS Grant award.

There are no requirements for institutional grants or scholarships in reference to drug offenses.

The following are various sections from UNT's (Institution) Federal Student Aid School Eligibility Program Participation Agreement with the U.S. Department of Education listing requirements relative to a Drug Free Workplace.

General Terms and Conditions

The Institution certifies that on the date it signs this Agreement, it has a drug abuse prevention

program in operation that it has determined is accessible to any officer, employee, or student at the Institution.

Selected Provisions from General Provisions Regulations, 34 CFR Part 668.14

Has in operation a drug abuse prevention program that the institution has determined to be accessible to any officer, employee, or student at the institution;

Certifications Required from Institutions

The Institution should refer to the regulations cited below. Signature on this Agreement provides for compliance with the certification requirements under 34 C.F.R. Part 82, "New Restrictions on Lobbying," 34 C.F.R. Part 84, "Governmentwide Requirements for Drug-Free Workplace (Financial Assistance)," 34 C.F.R. Part 85, "Governmentwide Debarment and Suspension (Nonprocurement)," and 34 C.F.R. Part 86, "Drug and Alcohol Abuse Prevention." Breach of any of these certifications constitutes a breach of this Agreement.

Part I Certification Regarding Lobbying; Drug Free Workplace; Debarment, Suspension and Other Responsibility Matters; And Drug and Alcohol Abuse Requirements

Drug Free Workplace (Grantees Other Than Individuals)

As required by the Drug-Free Workplace Act of 1988, and implemented at 34 C.F.R. Part 84, Subpart B, for grantees, as defined at 34 C.F.R. Part 84, Sections 84.200 through 84.230 -

The Institution certifies that it will or will continue to provide a drug-free workplace by:

- a) Publishing a drug-free workplace statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
- b) Establishing an on-going drug-free awareness program to inform employees about-
 1. The dangers of drug abuse in the workplace;
 2. The Institution's policy of maintaining a drug-free workplace;
 3. Any available drug counseling, rehabilitation, and employee assistance programs
 4. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
- c) Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);
- d) Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the grant, the employee will –
 1. Abide by the terms of the statement, and
 2. Notify the employer in writing if he or she is convicted for a violation of a criminal drug statute occurring in the workplace no more than five calendar days after such conviction;
- e) Notifying the agency, in writing, within 10 calendar days after receiving notice under this subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to: Director, Grants and Contracts Service, U.S. Department of Education, 400 Maryland Avenue, S.W., Washington, DC 20202. Notice shall include the identification number(s) of each affected grant;
- f) Taking one of the following actions, within 30 calendar days of receiving notice under

subparagraph (d)(2), with respect to any employee who is so convicted –

1. Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1972, as amended; or
 2. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
- g) Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e), and (f).

Drug-Free Workplace (Grantees Who Are Individuals)

As required by the Drug-Free Workplace Act of 1988, and implemented at 34 C.F.R. Part 84, Subpart C, for recipients who are individuals, as defined at 34 C.F.R. Part 84, Section 84.300 –

1. As a condition of the grant, the Institution certifies that it will not engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in conducting any activity related to the award; and
2. If any officer or owner of the Institution is convicted of a criminal drug offense resulting from a violation occurring during the conduct of any award activity, the Institution will report the conviction, in writing, within 10 calendar days of the conviction, to: Director, Grants and Contracts Service, U.S. Department of Education, 400 Maryland Avenue, S.W., Washington, DC 20202. Notice shall include the identification number(s) of each affected grant.

Drug and Alcohol Abuse Prevention

As required by the Drug-Free Schools and Communities Act Amendments of 1989, which added section 1213 to the Higher Education Act, and implemented at 34 C.F.R. Part 86, the undersigned Institution certifies that it has adopted and implemented a drug prevention program for its students and employees that, at a minimum, includes—

1. The annual distribution in writing to each employee, and to each student who is taking one or more classes for any kind of academic credit except for continuing education units, regardless of the length of the student's program of study, of:
 - 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 its property or as part of any of its activities.
 - A description of the applicable legal sanctions under local, State or Federal law for the unlawful possession or distribution of illicit drugs and alcohol.
 - A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
 - A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students.
 - A clear statement that the Institution 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 violation of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

2. A biennial review by the Institution of its program to:
 - Determine its effectiveness and implement changes to the program if they are needed.
 - Ensure that its disciplinary sanctions are consistently enforced.

J. Counseling and Testing Services

Counseling and Testing Services (CTS) consists of two inter-related parts: The Counseling Center and Testing Services. CTS serves the students and community of UNT in support of the mission of the University. Through our Counseling Center services, CTS strives to support the academic success and general well-being of UNT students through professional counseling, career counseling, consultation, mental-health screenings, educational programs and self-help resources as well as referral services.

CTS offers to consult with students, parents, faculty and staff who may be concerned about a UNT student (while still respecting the confidentiality of our clients). With client permission, CTS often works closely with physicians and psychiatrists, the Career Center, Office of Disability Accommodation, and many other helpful resources in order to provide the best overall care. CTS values diversity and views diversity as encompassing the intersecting identities that make us unique individuals, including (but not limited to) ethnic/racial identity, nationality, sexual identity, gender identity and expression, age, religious/spiritual beliefs, socioeconomic status, body shape/size, physical ability status, and varying points of view.

CTS also works together with Student Health and Wellness Center and RISE Center to provide services for students with alcohol, other drug use concerns and dual diagnosis concerns.

K. Department of Rehabilitation and Health Services

The Department of Rehabilitation and Health Services makes referrals to on-campus and off-campus resources when students self-identify as needing help with drug and alcohol issues. The program partners with the Substance Use Resource and Education Center (SURE) and the Collegiate Recovery Program (CRP) and UNT WELL (an on-campus clinic that provides mental health support in addition to vocational evaluations) with practicum and internships. The Department of Rehabilitation Health Services sponsored a number of events this year designed to raise awareness of substance related issues to increase support of recovery and to reduce the stigma associated with substance use disorders and recovery. The Department of Rehabilitation Health Services' staff and faculty collaborated with the UNT CRP, NCAA CHOICES Program, and SURE Program on numerous occasions to deliver on campus education to students about substance use disorders. The Department of Rehabilitation Health Services also sponsored fall, spring and summer seminars on substance use disorder treatment that was attended by faculty, staff, community partners and students from multiple departments at large.

The Department of Rehabilitation Health Services recently received funding through the Hogg Foundation to coordinate the dissemination of the Recovery to Practice (RTP) curricula. The development of the Recovery to Practice initiative encourages recovery-based principles and practices for addiction professionals and students across the country through education and training. Their online community has 816 followers, the virtual community of practice has 995 members from across the state of Texas and a few outside the state as well.

Recovery to Practice has presented at the Texas Association of Addiction Professionals (TAAP), the National Association for Addiction Professionals Conference and has had 10 other local area in person trainings hosted by chapters across the state. The program has already started a second round of local area trainings, partnering with the 10 TAAP chapters across Texas.

The Department of Rehabilitation Health Services also has a major in addictions studies that is designed for students interested in working with individuals experiencing addictive disorders. The degree program is structured to meet the state licensing educational requirements for licensure as a chemical dependency counselor. The demand for licensed chemical dependency counselors (LCDCs) in criminal justice agencies, schools, medical facilities, social welfare programs and private practice is urgent. To help meet this rapidly growing demand, UNT's Department of Rehabilitation Health Services also offers an 18-hour minor in addiction studies that prepares students for this challenging and rewarding career. The minor in addiction studies requires completion of six courses (18 hours) and must consist of: RHAB 3975 Addictions or RHAB 4075 Drugs and Alcohol and RHAB 4175 Addiction Treatment Models Plus four of the following courses (12 hours): RHAB 4275 Alcohol, Drugs & Disability RHAB 4375 Addiction Counseling and Groups, RHAB 4500 Assessment in Rehabilitation, RHAB 4575 Current Issues in Substance Abuse, RHAB 4675 Addiction Counseling Practices.

UNT WELL

UNT's Wellness and Employment Learning Lab (UNTWELL) was created to provide services for students to assist them with their personal and/or academic goals through programs such as the Collegiate Recovery Program and Tuesday Night Flight. In the Spring of 2017, the UNTWELL Wellness Clinic opened to provide counseling, vocational and adjunctive therapy services to students and community members. Clients are seen by faculty-supervised counselor trainees from the Rehabilitation Counseling Master's Program which allows the clinic to offer no-cost services to students. UNTWELL works collaboratively with various programs on campus that include ELEVAR, ENGAGE, CTS, ODA, Residence Life and also provides hands-on learning opportunities for students within the Department of Rehabilitation and Health Services.

UNT Student Organization–Eagle Peer Recovery

This organization is open to any student at the university. The goal of this organization is to integrate the academic lives and recovery lives of students living in and seeking long-term recovery at the university. Eagle Peer Recovery promotes awareness of recovery from substance use disorders and mental health concerns, as well as works to decrease the stigma often associated with these conditions, through community and campus involvement.

The organization is student driven by a governing body that is elected every two-years. The organization has contacted numerous community agencies and individuals who support this vision, and these partners are willing to provide speakers in classrooms or other events when

needed. Additionally, many desire to act as referral support services if anyone should need resources for quality-of-life issues.

L. University of North Texas Police Department

The University of North Texas Police Department (UNTPD) takes a proactive approach with enforcing alcohol and drug violations around the University of North Texas campus, as well as educating the UNT Community on alcohol and drugs by through an Alcohol Awareness and Drug Recognition and Education Program to all UNT Departments, student organizations and groups. UNTPD collaborates with the RISE Center and participates on the UNT Drug and Alcohol Education Taskforce through community tabling events.

The UNTPD collaborated with the Dean of Students office for summer orientations programs, and works with the SURE Center to provide alcohol awareness activities with the use of intoxication goggles to simulate motor and reaction skills, like driving through the use of a pedal cart.

Programs

Overdose Awareness Day (Tuesday, August 31, 2021)

Description: Tabling event with resources for community

Health and Fitness Expo (Wednesday, September 15, 2021)

Description: Tabling event with intoxication goggles and a variety of tasks.

Fresh Check Day (Thursday September 30, 2021)

Description: Tabling event with intoxication goggles and a variety of tasks.

Joe Greene Kerrnavil (Thursday October 7, 2021)

Description: Tabling event with intoxication goggles and a variety of tasks.

Presentation for Kappa Delta Chi (Monday October 11, 2021)

Description: Presentation for Kappa Delta Chi with SURE

Presentation for Phi Kappa Tau (Monday, October 18, 2021)

Description: Presentation that included legal ramifications for drug possession/use

Pedal Kart (Monday, October 25, 2021)

Description: Event with intoxication goggles and pedal kart

Impaired driving event (Wednesday, December 1, 2021)

Description: Event with intoxication goggles and pedal kart for impaired driving month

Impaired driving event (Monday, March 7, 2022)

Description: Event with intoxication goggles and WAT mat. Spring break emphasis (Discovery Park)

Impaired driving event (Tuesday March 8, 2022)

Description: Event with intoxication goggles and WAT mat. Spring break emphasis (Frisco)

Impaired driving event (Wednesday March 10, 2022)

Description: Event with intoxication goggles and Pedal kart. Spring break emphasis (Main campus)

Impaired driving event (Wednesday April, 27, 2022)

Description: Event with intoxication goggles and WAT mat. Graduation emphasis (Frisco)

Impaired driving event (11/21/2022)

Description: Walk and Turn Mat with Goggles, Discovery Park

Impaired driving event (11/29/2022)

Description: Walk and Turn Mat with Goggles, Frisco

Impaired driving event (12/12/2022)

Description: Peddle Kart with Goggles, Main campus

M. Employee Assistance Program

The Employee Assistance Program (EAP) is designed to aid employees in managing daily responsibilities, life events, work stresses or issues affecting quality of life. Confidential services are provided at no cost to employees and their benefit eligible dependents including assessments, referrals and short-term problem resolution, by calling a toll-free number, available 24 hours a day, 7 days a week.

Web-based Services

In addition to the toll free number, the EAP has established HelpNet, an online database housing 1500 tip sheets, resources, interactive tools, prevention guides and self-assessments geared towards assisting employees with various work and personal issues, with substance abuse and treatment as one of the main areas of focus.

Counseling Services

Solution-focused counseling is short-term in nature and focuses on solutions rather than problems. Counselors work with the client to develop an action plan and can help employees and their families with challenges that may affect their personal lives, relationships, job

performance, and work behavior. Referrals to external resources are also provided to employees and their family members if issues expand beyond the scope of the EAP.

Educational Services

The EAP offers trainings geared towards addressing the topic of substance abuse. The course, “Substance Abuse 101: Drug and Alcohol Awareness” is designed to increase employees’ knowledge of the problems associated with alcohol and drug abuse in the workplace, as well as to assist in identifying the signs and symptoms of substance abuse.

N. Human Resources

Drug Free Schools and Communities Act (DFSCA)

The Drug-Free Schools and Communities Act (DFSCA) of 1989 - also known as the Drug-Free Schools and Campuses Act - requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. The DFSCA also requires the establishment of a drug and alcohol prevention program.

All members of the UNT community are encouraged to review the information on the following pages. This information is distributed on an annual basis.

EAP (Alliance Work Partners)

Short term counseling and referral for qualified employees and online resources, education and training.

Program Participation Agreement

As part of the Department’s Program Participation Agreement (PPA) the university must make a certification statement, which is signed by the President of the university. Under the PPA, if an employee is found to have a drug or alcohol related issue, the university must have programs and procedures in place to assist that employee. The Employee Assistance Program satisfies the employee portion of the PPA. The PPA must be completed and renewed every five years as part of maintaining eligibility for administering financial aid programs.

II. Drug and Alcohol Program Assessments

SURE Program Assessment

The RISE Center sends a post session survey students who attend a SURE referral meeting to measure changes in perception/knowledge and readiness to change. While the survey has some variations from 2021 to 2022, questions regarding knowledge and plans to change use were asked in each version. Students who completed the survey averaged a score of 5 (strongly agree) with the statement “I gained knowledge around alcohol and/or other drugs.” Students who completed the survey averaged a score of 4.3 (somewhat agree) with the statement “I plan to make a change to my current substance use.” Both measures are highly indicative of positive behavior change.

Get Inclusive Impact report

The University of North Texas uses the third party, Get Inclusive, to provide alcohol and drug education to students at new student orientation and RISE Center SURE referrals through code of conduct. During the Fall 2021 semester, UNT had a 61% completion rate for the Voices for Change new student orientation modules. For the Fall 2022 semester, UNT had a 53% completion rate. The pre/post impact analysis shows a percent change in agreement (those who agreed/strongly agreed with statement) of 19.0% from pre to post assessment.

III. Procedures for Distributing Written AOD Information

The University of North Texas Illegal Drugs and Alcohol Policy ([05.004](#)), Drug-Free Workplaces Policy ([05.047](#)), Drug-Free Workplaces Statement ([05.048](#)) and Biennial Report are provided during the online onboarding process for new employees. The policies are available on the [UNT Policy Manual](#) website. Additionally, the Biennial Report is emailed every semester and enrollment period by the Division of Student Affairs to all faculty, staff and students.

IV. Sanction Enforcement

Student Sanctions: Dean of Students Office

The Dean of Students Office (DOS) enforces the Code of Student Conduct. The Code explains what is prohibited, the process the DOS uses to review reports of alleged misconduct by students, and the sanctions that can be assigned. When students may have violated the Code, they meet with a representative from the DOS office to discuss the alleged misconduct in an educational process, reviews all allegations of student misconduct, including allegations relating to the use of alcohol and drugs. Students found responsible for violating university policies relating to alcohol and drugs receive sanctions for these violations. Consistency in sanctioning is ensured by use of typical sanctions guidelines that are reviewed for revision annually, routine training and supervision of all staff who review alleged violations and checks by the chief conduct officer of each completed review.

Alcohol-Related Misconduct

Alcohol-related misconduct reviewed by the Dean of Students Office include offenses such as driving while intoxicated, being a minor in possession of alcohol, public intoxication, providing alcohol to minors, and illegal distribution of alcoholic beverages.

Alcohol-Related Sanctions

The Code of Student Conduct outlines the possible sanctions for misconduct. These sanctions can include Warning, Conduct Probation, Suspension, Expulsion, Residence Hall Relocation, Residence Hall Removal, Loss of Privileges, and Educational Sanctions such as a referral to the RISE Center's for a SURE program meeting, or completion of other assignments designed to educate a student about the potential impact of misconduct and to prevent recurring misconduct.

Sanctions issued for alcohol-related misconduct are based on a number of factors: The number of prior offenses, the nature of the misconduct, any current probationary status in effect, the impact of the behavior on the student and the community, and learning and behavioral outcomes identified for the student during the course of their participation in the conduct process.

Sanctioning includes two parts: A status-based sanction (i.e., probation) in effect for a period of time meant to deter future misconduct, and an educational sanction (e.g., a referral for a SURE meeting or other educational assignment) designed to achieve learning and behavioral outcomes. Violations that take place in residence halls may also include a residence hall status component (e.g., relocation or removal from on-campus housing) intended to mitigate the impact of the student's behavior on the residential community.

First-time alcohol violations that are of lower severity (e.g., minor in possession of alcohol or public intoxication) typically result in a Warning, a referral to the RISE Center's SURE program, and a warning that subsequent violations may result in more severe sanctions

First-time alcohol violations that are more serious in nature (e.g., driving while intoxicated, providing alcohol to minors, or illegal distribution of alcoholic beverages) typically result in Conduct Probation, a referral to SURE, and a warning that subsequent violations may result in more severe sanctions. Egregious or repeated alcohol violations can result in the imposition of Conduct Probation, Suspension, or in extreme cases, Expulsion. These sanctions create a permanent record for the student. The Dean of Students Office may also require students with egregious or repeated alcohol violations to revisit with RISE Center staff for additional support, or to seek alcohol education or counseling with an appropriately licensed professional within the community, and provide documentation of completion as a condition of enrollment.

Drug-Related Misconduct

Drug-related misconduct reviewed by the Dean of Students Office include offenses such as illegal use, possession, distribution, or manufacture of illegal or controlled substances; abuse or unlawful possession of a controlled substance; or possession of drug paraphernalia.

Drug-Related Sanctions

The Code of Student Conduct outlines the possible sanctions for misconduct. These sanctions can include: Warning, Conduct Probation, Suspension, Expulsion, Residence Hall Relocation, Residence Hall Removal, Loss of Privileges, and Educational Sanctions such as a referral to the RISE Center's SURE program or completion of other assignments designed to educate a student about the potential impact of misconduct and to prevent recurring misconduct.

Sanctions issued for drug-related misconduct are based on a number of factors: The number of prior offenses, the nature of the misconduct, any current probationary status in effect, the impact of the behavior on the student and the community, and learning and behavioral outcomes identified for the student during the course of their participation in the conduct process.

Sanctioning includes two parts: A status-based sanction (i.e., probation) in effect for a period of time meant to deter future misconduct, and an educational sanction (e.g., a referral or another educational assignment) designed to achieve learning and behavioral outcomes. Violations that take place in residence halls may also include a residence hall status component (e.g.,

relocation or removal from on-campus housing) intended to mitigate the impact of the student’s behavior on the residential community.

First-time drug violations that are of lower severity (e.g., possession of drug paraphernalia or possession or use of less than 2 ounces of marijuana) typically result in, a referral to the RISE Center for a SURE meeting, and a warning that subsequent violations may result in more severe sanctions. Conduct Probation is imposed for a period of time (typically for a minimum of one semester), and is intended to encourage students to engage in thoughtful decision-making regarding their behavior during the period of time the probation is in effect. Conduct Probation does remove good conduct standing for the period of time it is in effect.

First time violations involving the possession or use of any illegal drug or the unlawful possession of any controlled substance in the residence halls also typically result in residence hall removal.

First-time drug violations that are more serious in nature (e.g., possession of 2-4 ounces of marijuana) typically result Conduct Probation, a referral for SURE meeting, and a warning that subsequent violations may result in more severe sanctions.

Egregious (e.g., possession of more than 4 ounces of marijuana, possession of other controlled substances, distribution of illegal drugs or controlled substances) or repeated drug violations can result in the imposition of Suspension, or in extreme cases, Expulsion. These sanctions create a permanent record for the student. The Dean of Students Office may also require students with egregious or repeated drug violations to revisit with RISE Center staff for additional support, or to seek drug education or counseling with an appropriately licensed professional within the community, and provide documentation of completion as a condition of enrollment.

The table on the next page shows the total number of sanctions for code of conduct violations as it relates to alcohol and drugs for calendar years 2021 to 2022 (to date).

Sanction	2021	2022
Warning	150	231
Conduct Probation	81	64
Suspension	6	12
Expulsion	5	1
Loss of On-Campus Housing Privileges	2	1
SURE Referral	151	195
Therapy Assistance Online (TAO)	16	18

Campus Drug and Alcohol Incidents

Below is a link to a report that includes incidents that are classified as Liquor Law violations and Drug Law Violations regarding arrest and disciplinary actions for the prior three years. This data can be found online: [Annual Security Report](#).

Student Activities Student Organization Sanctions

The Student Activities Center, in conjunction with the Event Safety Committee (ESC) works with student organizations to ensure that registered on-campus events are executed in the safest way possible, to assure the safety of the organization members and their guests.

Student Activities & events disciplinary process

In the event a student organization(s) fails to meet the expectations and/or requirements set forth by the ESC, the student organization(s) must (at minimum) have an After-Action Meeting where the ESC will review their event. They will discuss what went well and address any minor/major issue(s). If necessary, the organization(s) can have restrictions placed on future events including but not limited to; future events are contingent upon certain criteria, additional security, earlier start/end time, disapproval of future events, etc.

Student Organization disciplinary process

The Student Activities Center staff refers all alleged violations of the Code of Student Conduct to the Dean of Students Office for investigation. It is the charge of these offices to implement sanctions that will help the organization(s) address any issues related Code violation, while also helping them to use the experience to enhance their organization(s) and move forward.

Center for Fraternity and Sorority Life

The Center for Fraternity and Sorority Life (CFSL) has oversight of the 42 fraternities and sororities that are affiliated with one of the four Greek governing councils; Interfraternity Council (IFC), Multicultural Greek Council (MGC), National Pan-Hellenic Council (NPHC), Panhellenic Council. All alleged violations of the UNT Code of Student Conduct, international, state, local, or federal law(s), or any other university policy are referenced to the Dean of Students Office. Additionally, if any alleged violation(s) are found to be either credible or confirmed, the appropriate Greek Judicial Board and/or the CFSL will conduct a hearing regarding the alleged violation.

Human Resources – Faculty and Staff Sanctions

Employees of the University of North Texas are subject to the sanctions imposed by Policy [05.004](#), which “range from mandatory participation in university-approved drug counseling and rehabilitation programs to dismissal/termination from the university.”

Additionally, staff employees are subject to the Staff Employee Discipline and Involuntary Termination Policy [05.033](#). Violation of this policy may subject an employee to disciplinary action up to and including termination of employment. The Discipline Policy for Faculty is listed under [06.025](#).

Faculty sanctions are listed under the [UNT Faculty Discipline Policy](#).

Staff sanctions are listed under the [Staff Employee Discipline Policy](#).

Standards of Conduct

Use of illegal drugs, and the illegal use of alcoholic beverages, is identified as "conduct which adversely affects the university community." University regulations prohibit any unlawful possession, use, distribution, or sale of alcohol and other drugs by university students, faculty,

staff, or guests to the university, on university-owned property and at all university sponsored activities.

[UNT Human Resources Department](#) - 940-565-2281

Services, guidance, education, and training (faculty and staff), mandatory referrals to Employee Assistance Program (EAP) (faculty and staff), enforces policies and procedures for staff; assistance with disciplinary action for staff.

Penalties Under Texas Law

Offense	Punishments *minimum **maximum
Manufacture or delivery of controlled substances (drugs)	*Jail term up to 2 years and a fine up to \$10,000 **Imprisonment for life and a fine up to \$250,000
Possession of controlled substances (drugs)	*Jail term up to 180 days, a fine up to \$2000, or both **Imprisonment for life and fine up to \$250,000
Delivery of marijuana	*Jail term up to 180 days, a fine up to \$2000, or both **Imprisonment for life and fine up to \$100,000
Possession of marijuana	*Jail term not more than 180 days, a fine up to \$2000, or both **Imprisonment for life and fine up to \$50,000
Driving while intoxicated (includes intoxication from alcohol, drugs, or both)	*License suspension of at least 60 days **Jail term not more than 180 days and fine up to \$2000 ***Imprisonment up to 10 years, and fine up to \$10,000
Public Intoxication	*A fine not to exceed \$500 **Varies with age and number of offenses
Purchase of alcohol by a minor	*A fine not to exceed \$500 **Varies with number of offenses ***At least 8 hours of Community Service, 30-day license suspension
Consumption or possession of alcohol by a minor	*A fine not to exceed \$500 **Varies with number of offenses ***At least 8 hours of Community Service, 30-day license suspension, Mandatory Alcohol- Awareness classes
Providing alcohol to a minor	*A fine not to exceed \$4,000 or confinement in jail for not more than one year, or both ***If binge drinking involved: *Driver's License Suspension for 180 days *20-40 hours of Community Service *Alcohol Awareness Class

Note: Penalties may be enhanced for prior offenses and/or offenses within 1000 ft. of a public university.

V. 2020 Recommendation Updates

- 1) *Continue to encourage more collaboration between the Center for Fraternity and Sorority Life (previously the Office of Greek Life), Recovery and Intervention Support and Education (RISE) Center, and Counseling and Testing Services (CTS) so that there is more proactive programming in connection to alcohol and substance use among Greek and Student Organizations.*

New members joined the Drug and Alcohol Education Taskforce (DAET) to increase collaboration. The group provided input on a cannabis use education media campaign.

- 2) *Identify opportunities to collaborate with the UNT Survivor Advocate on prevention education programming.*

A Survivor Advocate office staff member joined the DAET to provide input on education efforts through the committee.

- 3) *Research and incorporate best practices for brief motivational interviewing to incorporate as part of alcohol and drug education, like BASICS.*

In July 2022, RISE Staff participated in BASICS facilitation training through the University of Washington. BASICS, an evidence based best practice, was introduced in Fall 2022 in SURE referrals meetings for students with alcohol violations on campus.

VI. 2022 Recommendations

- 1) *Deepen collaboration with the Center for Fraternity and Sorority Life and the RISE Center for substance use prevention programming.*
- 2) *Work with the Division of Inclusion, Diversity, Equity, and Access to incorporate alcohol and substance use language within the discussion of voluntary consent on campus.*
- 3) *Partner with UNT Police Department to develop a prescription drug misuse and/or fentanyl awareness media campaign.*
- 4) *Educate the campus community on marijuana policies at the federal, state, and local levels, and prevention strategies, targeting high risk student populations.*

PART TWO: ALCOHOL AND DRUG LAWS & POLICY

I. Texas State Drug and Alcohol Laws

[Alcoholic Beverage Code Title 4. Regulatory and Penal Provisions Chapter 101. General Criminal Provision](#)

[Alcoholic Beverage Code Chapter 106. Provisions Relating to Age](#)

[Health & Safety Code Subtitle H. Public Health Provisions Chapter 161. Public Health Provisions Subchapter E: reports of gunshot wounds and Controlled Substance overdoses, section 161.042 - 161.403](#)

[Health & Safety Code Subtitle C. Substance Abuse Regulation and Crimes Chapter 481.](#)

[Texas Controlled Substances Act](#)

[Government Code Chapter 2113. Use of Appropriated Money; Subchapter A. General Provisions](#)

II. University of North Texas Policies and Procedures

[04.016 Use of Alcoholic Beverages](#)

[04.011 Smoke-Free Campus](#)

[05.004 Illegal Drugs & Alcohol](#)

[05.047 Drug-Free Workplaces](#)

[05.048 Drug Free Workplaces Statement](#)

[07.012 Code of Student Conduct and Discipline](#)

[07.001 Student Travel](#)

[07.022 Administrative Entry and Searches of University Residence Halls](#)

[15.004 DOT Drug and Alcohol Testing of Commercial Drivers](#)

[15.008 Operation of University Vehicles](#)

[Intercollegiate Athletics Drug Education, Testing, and Counseling Program](#)

PART THREE: APPENDIX

I. University and Community Resources

Resources for UNT Students

Emergency: 911

Counseling and Testing Services:

Counseling: 940-565-2741

Testing: 940-369-7617

<http://studentaffairs.unt.edu/counseling-testing-services>

Dean of Students Office:

940-565-2648

<http://deanofstudents.unt.edu/>

Meadows Center for Health Resources:

940-565-2787

<https://studentaffairs.unt.edu/meadows-center-health-resources>

Student Health & Wellness Center:

940-565-2333

<https://studentaffairs.unt.edu/student-health-and-wellness-center>

Student Legal Services:

940-565-2614

<http://studentlegal.unt.edu/>

Recovery and Intervention Support and Education Center

940-565-3177

rise.unt.edu

UNT Police Department:

940-565-3000

<http://www.unt.edu/police/>

UNT Psychology Clinic:

940-565-2631

<https://psychology.unt.edu/clinics-and-centers/psychology-clinic>

Resources for UNT Employees

Employee Assistance Program (EAP):

1-800-343-3822

<https://hr.untsystem.edu/employees/benefits-employee-assistance-program>

Other Resources

Recovery Groups

AA: <http://www.step12.com/texas.html>

Al-Anon: <http://www.texas-al-anon.org>

NA: <https://www.na.org/>

SMART Recovery: <https://www.smartrecovery.org/>

Denton Regional Medical Center:

940-384-3535

<http://www.dentonregional.com>

MHMR 24 Hour Crisis Line:

1-800-762-0157

<http://www.dentonmhmr.org>

SAMHSA's National Helpline

1-800-662-HELP (4357)

<https://www.samhsa.gov/find-help/national-helpline>

National Institute on Drug Abuse/Treatment Hotline:

301-443-1124

<http://drugabuse.gov/nidahome.html>

National Domestic Violence Hotline:

1-800-799-SAFE (7233)

<http://www.thehotline.org>

The National Sexual Assault Telephone Hotline

1-800-656-4673

<https://www.rainn.org>

Treatment Options

A variety of resources exist for alcohol and other drug prevention education, counseling and referral. For detailed information concerning these resources available from the University and community agencies, students may contact either the Student Health and Wellness/Meadows Center (Chestnut Hall, 2nd floor, 940-565-2333) or the Recovery and Intervention Support and Education Center (SURE and CRP) (Chestnut Hall, Suite 301, 940-565-3177). Faculty and staff members may contact the Employee Assistance Program at 1-800-343-3822 or Human Resources at (940) 565-2281.

II. Intercollegiate Athletics Drug Education, Testing, and Counseling program

University of North Texas Department of Athletics Intercollegiate Athletics Drug Education, Testing and Counseling Program 2022-2023

Policy Statement. The University of North Texas believes the use of prescription drugs for reasons other than as prescribed and the use of illegal drugs and unapproved dietary supplements are detrimental to the physical and mental well-being of its students. For these reasons, the University has developed a Drug Education, Testing and Counseling Program (“Program”) to educate student-athletes about the dangers of the improper and illegal use of drugs and dietary supplements, detect the improper and illegal use of drugs and provide counseling to assist student-athletes maintain a safe and healthy lifestyle.

Application of Policy. All intercollegiate student-athletes.

Definitions.

1. Athletic Director. “Athletic Director” means the director of the University of North Texas that oversees the whole athletic department and athletes at UNT, or the Athletic Director’s designee.
2. Student-Athlete. “Student-Athlete,” for purposes of this policy, means an individual who has applied for admission or readmission to the University of North Texas, who is registered or enrolled in one or more courses for credit at the University, or who currently is not enrolled but has a continuing academic relationship with the University and who is participating or intends to participate in a University of North Texas intercollegiate athletics program or activity regardless whether the individual is receiving athletic-related financial assistance. The term includes but is not limited to red-shirts, medical redshirts, medical disqualifications, student-athletes who are academically ineligible, student-athletes who have exhausted athletic eligibility but are still receiving financial aid and using other athletic related services.
3. Test and Testing. “Test” and “Testing” means the administration and process of examining a person’s bodily fluid for signs of a substance prohibited under this policy or alcohol.
4. Treatment Team. “Treatment Team” means the Team Physician, Director of the Drug Education, Testing and Counseling Program (Head Athletic Trainer), and/or the Wellness Services Counselor.

Procedures and Responsibilities

The University of North Texas Drug Education, Testing and Counseling Program is separate and distinct from the NCAA Drug Testing Program and is intended to prevent the illegal use and abuse of drugs, including alcohol, by University of North Texas student-athletes. Specific goals of the University of North Texas Program include:

1. Educating student-athletes on the dangers of drug use.
2. Identifying drug use by student-athletes through testing.

3. Deterring drug use by student-athletes.
4. Helping arrange treatment for student-athletes when necessary.
5. Disciplining student-athletes when appropriate.

The Head Athletic Trainer will serve as the Director of the UNT Drug Education, Testing and Counseling Program (“Program Director”).

I. Drug Education

A. Athletic Department and Student-Athlete Education Responsibilities

The University of North Texas Department of Athletics considers education to be an important part of the Program and to student-athletes’ health and safety. Athletic Department staff and coaches are responsible for ensuring the University of North Texas Drug Education, Testing and Counseling Program and the NCAA substance abuse policies and drug testing guidelines are thoroughly covered by an Athletics Department athletic trainer or compliance coordinator at mandatory orientation for all student-athletes at the beginning of the academic year and/or in individual team meetings before the start of the season. Department staff will educate coaches, athletic trainers, physicians, strength coaches and other department personnel concerning any changes or updates to institutional policy, procedures, or sanctions related to the Program; and coaches involved in recruiting should ensure prospective student-athletes are aware of the Program.

B. Student-Athlete Responsibilities

Student-athletes are responsible to themselves and the university to maintain high standards of conduct and a sound respect for their physical, mental and emotional health. This responsibility includes following all university policies and federal and state laws related to the use, possession or distribution of drugs and alcohol, and for taking reasonable steps to know whether anything they ingest, including dietary supplements, contains a prohibited substance.

C. Prohibited Conduct and Substances

Student-athletes are prohibited from unlawfully possessing, using and distributing alcohol and illegal drugs, acquiring multiple legal prescriptions for the same injury or illness from multiple physicians, misusing any legal prescription drug, giving a legally prescribed prescription drug to another person or altering any drug prescription. They also are prohibited from having the following substances in their bodies at any time while a student at the University of North Texas, except when lawfully prescribed by a licensed physician:

- Stimulants
- Narcotics
- Anabolic agents
- Substances banned for specific sports
- Diuretics
- Street drugs
- Peptide hormones and analogues
- Anti-estrogens
- Beta-2 agonists
- Substances banned by the NCAA; and
- Any substance chemically related to these classes of substances

The Athletics Department is responsible for publishing a list of prohibited substances that can be found on the NCAA website and notifying all current student-athletes of the prohibited substances before the

beginning of their season or the academic year, whichever is earlier.

D. Dietary Supplement

University of North Texas athletics is a “food-first” program which emphasizes proper nutrition and hydration. Like the NCAA, the UNT Athletics Department advises student-athletes that the most effective and safest way to enhance individual performance is to rely on a combination of a healthy diet, appropriate conditioning, rest and recovery; and to avoid the use of dietary/nutritional supplements, prohibited substances and tobacco, and the unlawful use or abuse of alcohol.

There are many health risks associated with taking dietary supplements, including the risks of testing positive for a banned substance that is not marked on the product’s label. Nevertheless, we recognize that many student-athletes make the personal decision to use dietary supplements, and strongly encourage any student athlete who wishes to use supplements to inform the Sports Medicine staff and or Team Nutritionist before taking the product.

Student-athletes should always bring all supplement products to the designated athletics staff before using them and then checking all supplements through Drug Free Sport Axis (DFS Axis) which is staffed by the National Center for Drug Free Sport, the NCAA’s third-party drug testing administrator. DFS Axis is the only authoritative resource for questions related to whether listed ingredients on nutritional supplement product labels or in medications contain NCAA banned substances.

Products labeled as dietary supplements sold over the counter, in print advertisements and through the internet are under-regulated by the United States Food and Drug Administration. Dietary supplements are at risk of contamination or may include ingredients that are banned under the drug testing program. Student-athletes have tested positive and lost their eligibility using dietary supplements. Any product containing dietary supplement ingredients is taken at the student-athlete’s own risk.

To access DFS Axis, call toll free 1-877-202-0769 or go to www.drugfreesport.com/axis , select NCAA, and insert password ncaa1. Right on the home page you can select “Ask about Dietary Supplements” or go to the “Prescription/Over-the-Counter Drug Search”.

By signing the Policy Consent Form (Appendix E), the student-athlete:

1. Acknowledges that he/she understands that they are to disclose all dietary supplements used to the head athletic trainer, or team certified athletic trainer;
2. Acknowledges the aforementioned policies and statements, and fully accepts the detrimental and possibly permanent defects caused by the use of dietary supplements;
3. Fully accepts that they have been made aware of the University of North Texas and the National Collegiate Athletic Association (NCAA) policies with regard to the use of dietary supplements;
4. Accepts any and all liability if they have in the past used, continue to use, and/or use at any time in the future, dietary supplements in any form; and releases the University of North Texas, its agents, and all personnel of any and all responsibility and liability related to such use.

E. Use of Tobacco and Smoking

The use of tobacco in any athletic facility, in any facility in which tobacco is prohibited under university policy, or during practice or competition is prohibited by all student-athletes. Smoking is prohibited on all University of North Texas property as set out in university policy.

II. Drug Testing

All student-athletes are subject to being tested for drugs at any time, without advance notice, under the University of

North Texas Drug Education, Testing and Counseling Program and the NCAA testing program. Each student-athlete is required to consent to drug testing by the university and NCAA in return for the privilege of participating in intercollegiate athletics at the University of North Texas and to sign a consent form before participating in an NCAA sanctioned activity. Failure or refusal to appear for or participate in a drug test conducted under this policy will be treated as a positive test.

A. Confidentiality

Confidentiality is essential to an effective Drug Education, Testing and Counseling Program. Athletic Department personnel and individuals associated with the Athletic Department are strictly prohibited from disclosing any information about a student-athlete that is obtained from a student-athlete's participation in the Program. Disclosing includes directly or indirectly releasing information or alluding to information related to testing or counseling provided under the Program whether the information relates to an individual student-athlete, one or more University of North Texas intercollegiate athletic teams, or the Athletic Department unless required by law or court order. Any Athletic Department personnel or individual associated with the Athletic Department who violates confidentiality is subject to immediate termination or employment or business relationship and appropriate legal action.

B. Testing Procedures

1. Student-athletes will be notified of the time and location of a drug test and required to complete and sign a Drug Testing Notification Form (Appendix A) prior to each test listing any medications and dietary supplements the student-athlete is taking.
2. The student-athlete is required to report at the time and location set out in the notice. The student-athlete must present a photo ID or have their identification verified by a member of the Athletics Department staff before being released to the custody of sample collection personnel properly trained in appropriate collection techniques by a certified laboratory ("Collector") and approved by the Director of Athletics or the AD's designee.
3. A Collector will observe the collection of a urine sample from each student-athlete being tested and each sample will be individually coded to ensure a proper chain of custody and to protect the student-athlete's confidentiality.
4. The Program Director or Athletic Director will be notified of any positive test results. The Program Director and Athletic Director or the Athletic Director's designee will discuss the results before notifying the student-athlete's Head Coach. The violation procedures will be followed as appropriate.

C. Notification of Student-Athletes

The Program Director or the director's designee will notify the student-athlete of a scheduled drug test. Notice will be given no more than twenty-four (24) hours prior to the test and include information regarding the specimen collection process. The student-athlete is required to complete a Drug Testing Notification Form (Appendix A), acknowledging receipt of the notice and verifying the date, time and location of the test. The student-athlete may have a witness accompany him or her to the collection station.

D. Drug Testing Site

The University of North Texas Athletic Center will be the testing site for institutional testing unless otherwise directed by the Athletic Director. Test directed by the NCAA will be located in a designated locker room/restroom area within the athletics facilities.

E. Specimen Collection Manipulation or Adulteration

Any attempt to manipulate or adulterate a urine specimen will be treated as a positive drug test. Manipulation includes but is not limited to the use of any product for the purpose of diluting the urine sample, including excessive water consumption, or the substitution of a urine sample. Adulteration includes but is not limited to the mixing or attempted mixing of any chemical (excluding water) directly to the urine sample that alters the composition of the student-athlete's sample or interferes with the testing process.

F. Types of Testing

1. Random Testing

Random drug testing will be performed on a regular basis throughout the school year. A Department of Athletics official will use a computer program to select the number or percentage of student-athletes to be tested for each sport from a current roster. Student-athletes attending summer sessions or who are not enrolled in summer school but who participate in supervised on-campus off-season conditioning programs, are subject to random drug testing.

2. Post-Season/Championship Screening

Any participant or team likely to advance to post-season championship competition may be subject to additional testing. Testing may be required of all team members or individual student-athletes at any time within thirty (30) days prior to the post-season competition. If a student-athlete tests positive, he or she may not be allowed to compete at the post-season event and will be subject to disciplinary action.

3. Re-Entry Testing

A student-athlete whose eligibility to participate in intercollegiate sports has been suspended as a result of a positive test may be required to undergo testing prior to regaining eligibility. The Director of Athletics or the Athletic Director's designee will arrange for re-entry testing after the counselor or specialist working with the student-athlete confirms that re-entry into the intercollegiate sports program is in the student-athlete's best interest.

4. Follow-Up Testing

A student-athlete who has returned to participation in intercollegiate sports following a positive test under this policy may be subject to follow-up testing. Testing will be unannounced and will be required at a frequency determined by the Athletic Director or his/her designee in consultation with the counselor or specialist working with the student-athlete.

5. Pre-Season Testing

Student-athletes are subject to pre-season testing and may be notified of such by the Director of Athletics or his/her designee at any time prior to their first competition.

6. Reasonable Suspicion Testing

Any student-athletes may be tested when there is reasonable suspicion to believe the student-athlete may be using a substance prohibited under this policy. Reasonable suspicion includes, but is not limited to, the following:

- a. an arrest or conviction for drug related activities
- b. observed possession or use of what reasonably appears to be a prohibited substance
- c. admission of unlawful possession or use of a prohibited substance
- d. physical or psychological signs of possible impairment reasonably attributable to use of a prohibited substance

- e. observed unusual/abnormal conduct or behavior reasonably attributable to use of a prohibited substance (factors to consider in assessing these observations include but are not limited to increase or decrease in weight over a short period of time, increase in absence from class or athletic activities, significant change in classroom motivational level or performance, increase in injury or illness rate, erratic change in emotional condition or mood, etc.)

Any coach, athletic administrator or athletics staff member concerned with a particular student-athlete should express this information confidentially to the Drug Testing Program Director and/or the Director of Athletics or his/her designee. Grounds for a reasonable suspicion drug test will be decided by a committee headed by the Associate Vice President/Chief Operating Officer for Athletics, Senior Women's Administrator, Head Coach, and Drug Testing Coordinator/Certified and Licensed Athletic Trainer. In the event of a tie within the committee, the Director of Athletics will make the final decision on the drug testing status. Any Athletic Department personnel who reasonably suspects that a student-athlete is under the influence of or is misusing a prohibited substance should immediately inform the Program Director or Athletic Director. The student-athlete's identity and reasons for the suspicion must be communicated in a confidential manner. The Program Director, Athletic Director and Senior Women's Administrator, in consultation with other Athletic Department personnel or university officials as appropriate, will determine whether reasonable suspicion exists. The decision to test a student-athlete based on reasonable suspicion should be documented and included a clear description of the reasons for suspecting the student-athlete of using a prohibited substance.

G. Confirmation of Positive Drug Test

If a student-athlete tests positive, the individual's medical record will be reviewed to determine whether the result could be caused by approved medications (prescription or over the counter) or dietary supplements. If the records indicate the student-athlete was using approved medications or supplements, the Program Director will consult appropriate personnel (prescribing physician, toxicologist, etc.) to confirm whether the medication or supplement was used appropriately and properly. Upon confirmation that a positive result reasonably could have been caused by the appropriate and proper use of a medication or supplement, the result will be deemed a "medical exception" and the student-athlete will not be subject to the Guidelines for Responding to Positive Test Results described below.

Absent a medical explanation, a student-athlete who has a positive test will be required to participate in the Counseling Program and will continue to be tested on a regular basis. Mandatory testing will continue until the student-athlete tests negative for the prohibited substance on two consecutive tests or as often as counseling personnel determine is in the student-athlete's best interest. If follow-up testing shows an increase in the amount of a prohibited substance, the student-athlete will be deemed to have tested positive and referred to the appropriate level of the Guidelines for Responding to Positive Test Results described below.

A student-athlete who tests positive may ask for his or her sample to be re-analyzed. The student-athlete must submit the request, in writing (including via email), to the Director of the Drug Education, Testing and Counseling Program within three (3) business days after receiving notice of the positive result. Upon receipt of the request, the Program Director will ask the laboratory that conducted the test to re-analyze the student-athlete's sample. The student-athlete or the student-athlete's authorized representative may observe the re-analysis in person and at the student-athlete's expense, or, the student-athlete may ask the laboratory to appoint someone to observe the re-analysis. If the re-analysis is negative, the original test will be deemed to be negative. The re-analysis results will be final.

III. Guidelines for Responding to Positive Test Results

The University's response to positive tests results are based upon the number of times a student-athlete tests positive. A positive result from a test administered under NCAA rules counts as a positive test under the Program, and all positive results are cumulative throughout a student-athlete's eligibility. Any student-athlete who tests positive will be

sanctioned as set out in this policy. However, in addition to these sanctions, Head Coaches may develop and enforce team rules regarding the use of prohibited substances and alcohol (except for requiring testing outside of this Program) and a student-athlete's eligibility to participate in team activities and competitions. Team rules may vary and be stricter from team to team and will be supported.

A. General Guidelines and Notice of a Positive Test

The testing laboratory will forward all test results to the Program Director. The Program Director or that person's designee is responsible for notifying the Athletics Director, the student-athlete, the student-athlete's parent(s)/guardian(s) (if the student-athlete) is under 18 years of age, and the student-athlete's Head Coach of the positive test. The student-athlete must be notified verbally and in writing. The athlete will also sign consent form to allow Program Director (Head Athletic Trainer) to communicate with counselor.

B. Guidelines for First Positive Test

1. The Program Director will meet with the student-athlete and have the individual acknowledge the positive test result, the terms of Athletic Department disciplinary action, and the consequences of a second positive test. (Appendix C). The acknowledgment must be in signed by the student-athlete and refusal to sign the acknowledgement will result in immediate dismissal from the athletic program and loss of athletic scholarship.
2. The student-athlete will be required to meet with a Team Physician or the physician's designee for evaluation and to develop the appropriate course of action plan, to include substance abuse education and recommended medical treatment. All medical costs associated with the plan will be the responsibility of the student-athlete.
3. Online substance abuse education will be completed per TAO, provided from UNT Counseling and Testing Services. Head Athletic Trainer will assign athlete to specified modules that must be completed within 2 weeks of assignment.
4. During the plan, the student-athlete may be subject to random testing. If a test reveals the presence of the same prohibited substance for which the student-athlete first tested positive after an eight-week period, or if the student-athlete tests positive for a different prohibited substance, the result will be deemed a positive test and guidelines for a second positive result will be followed.
5. The student-athlete will perform no fewer than ten (10) hours of community service, which will be arranged through the Director of Volunteer Services. Community service hours assigned under the Program may run concurrently with any community service hours required by a court for the same offense. All community service hours must be done within 6 weeks.
6. The Program Director will inform the student-athlete when he or she has officially completed the plan, including completion of any recommended medical treatment. After official completion, the student-athletes is no longer subject to random testing as part of the plan, but remains subject to testing under the Drug Education, Testing and Counseling Program.
7. Failure to successfully complete the plan will result in the loss of athletic scholarship and/or the privilege of participating in team activities and competitions.

C. Guidelines for Second Positive Test

1. The Program Director will meet with the student-athlete and have the individual acknowledge the second positive test result, the terms of suspension from athletic-related activities, and the consequences of a third positive test. (Appendix C). The acknowledgment must be in signed by the student-athlete and refusal to sign the acknowledgement will result in immediate dismissal from the athletic program and loss of athletic scholarship.
2. The student-athlete will be required to meet with a Team Physician or the physician's designee for evaluation and to develop the appropriate course of action plan, to include substance abuse counseling and recommended medical treatment. All medical costs associated with the plan will be the responsibility of the student-athlete. Athlete will sign consent form provided by counseling department to allow Head Athletic Trainer to be acknowledged of counseling attendance and completion.

3. During the plan, the student-athlete may be subject to random testing. If a test reveals the presence of the same prohibited substance for which the student-athlete tested positive after an eight-week period, or if the student-athlete tests positive for a different prohibited substance, the result will be deemed a positive test and guidelines for a second positive result will be followed.
4. The student-athlete will perform no fewer than twenty (20) hours of community service, which will be arranged through the Director of Volunteer Services. Community service hours assigned under the Program may run concurrently with any community service hours required by a court for the same offense. All community service hours must be done within 6 weeks.
5. The student-athlete will be suspended from competition for ten percent (10%) of countable athletic contests (as calculated by using the rounding-down method) or up to thirty (30) days, whichever is less. The suspension begins the date the student-athlete is notified of the positive test and will carry over into the following year if it is not possible to complete it the sanction in the current year. Suspension from athletic competition does not relieve the student-athlete from any other responsibility as a team member, including, but not limited to participation in all practices and other team events/activities and corrective measures imposed by the Head Coach for violating team rules. This sanction will be observed in all sports.
8. The Program Director will inform the student-athlete when he or she has officially completed the plan, including completion of any recommended medical treatment. After official completion, the student-athletes is no longer subject to random testing as part of the plan, but remains subject to testing under the Drug Education, Testing and Counseling Program.
6. Failure to successfully complete the plan will result in the loss of athletic scholarship and/or the privilege of participating in team activities and competitions.

D. Guidelines for Third Positive Test

1. The Program Director will meet with the student-athlete and have the individual acknowledge the positive test result and the consequences of testing positive a third time. (Appendix C).
2. The student-athlete will be required to meet with a Team Physician or the physician's designee for evaluation and to develop the appropriate course of action plan, to include substance abuse counseling and recommended medical treatment. All medical costs associated with the plan will be the responsibility of the student-athlete.
3. The student-athlete will be suspended indefinitely from all athletic-related activities (competition, practice, weight-lifting, running, etc.) pending reinstatement by the Administrative Appeals Committee. The suspension begins the date the student-athlete is notified of the positive test. This sanction will be observed in all sports.
4. A student-athlete may be allowed to keep his or her scholarship pending a decision by the Administrative Appeals Committee whether to reinstate the student-athlete at the discretion of the Director of Athletics. A student-athlete who is allowed to keep his or her scholarship during this time must continue to comply with the Drug Education, Testing and Counseling Program and is subject to random testing. A student-athlete who tests positive for a prohibited substance or who violates university policy or any Athletic Department or team rule automatically forfeits his or her scholarship.
5. Upon request by the student-athlete, the Athletic Department Administrative Voting Committee (comprised of the Director of Athletics, Program Director, Senior Women's Administrator and Faculty Athletics Representative) may consider whether the student-athlete should be reinstated. A student-athlete will be reinstated only when it is in the best interest of the student, the team, the Athletics Department and the University. In the event of a tie within the committee, the Director of Athletics' decision is final.
6. A student-athlete who is reinstated must fully comply with all Athletic Department rules for the remainder of the student-athlete's time at University of North Texas. The Administrative Voting Committee, at its discretion, may place conditions on the student-athlete's reinstatement to full eligibility (e.g. loss of scholarship, suspension, community service, etc.)
7. A student-athlete who is reinstated by the Administrative Voting Committee or who successfully appeals a third positive test, is subject to random testing for eight weeks after the date of the third positive result. If an institutional or NCAA test reveals the existence of any prohibited substance after the eight-week period, the student-athlete will be permanently ineligible from participating in any and all athletic-related activities the remainder of the student's time at the University of North Texas.

E. Appeal of Positive Result

A student-athlete may appeal a positive test result in person to the Athletics Department Appeals Committee prior to the imposition of any sanction. The student-athlete must notify the Athletics Director of the appeal in writing (including via email) and within three (3) business days of notification of a positive test result. The Appeals Committee will be chaired by the Director of Athletics/designee and comprised of the Drug Education, Testing and Counseling Director/designee, Senior Woman Administrator, and the student-athlete's Head Coach.

The appeal should take place no more than seventy-two (72) hours after the written request is received, but this time may be extended at the sole discretion of the Director of Athletics. The student-athlete may have a representative present at the appeal, however, only the student-athlete may speak on his or her behalf. The student-athlete (and his or her representative if present) will be given the opportunity to review the laboratory report and present evidence, including why the guidelines for responding to the positive test that are set out in this policy should not apply or should be modified.

The appeal shall be confidential and the decision by the Appeals Committee is final.

IV. Safe Harbor Program/Self-Referral

The University of North Texas and the Athletic Department encourages student-athletes to voluntarily seek assistance if they are using any prohibited substance or if they are having difficulty managing the use of lawfully prescribed drugs, alcohol or dietary supplements. The University and Athletic Department are committed to helping students make the first step toward a positive life change through its Safe Harbor program.

A. Eligibility

A student-athlete may voluntarily refer himself or herself for the Safe Harbor program for drug or alcohol evaluation and counseling one time during his or her intercollegiate athletic career at the University of North Texas without facing the possibility of sanctions under the university's Drug Education, Testing and Counseling Program.

A student-athlete who is participating in a treatment plan related to a positive test is not eligible for the Safe Harbor program until thirty (30) days after he or she is officially released from the plan. Also, a student-athlete who refers himself or herself after being informed of a pending drug test or after having been informed of a positive test is not eligible for the Safe Harbor program and will face the sanctions outlined in the Guidelines for Resolving Positive Test and applicable NCAA ineligibility rules.

B. Volunteering for Safe Harbor

A student-athlete may volunteer for the Safe Harbor program by contacting the Program Director (Head Athletic Trainer). Participation in the Safe Harbor program is confidential except the Program Director (Head Athletic Trainer) may inform the Director of Athletics or his/her designee, and the student-athlete's Head Coach when doing so will provide the student the best environment and support to successfully complete the program. The student-athlete will sign Appendix H confirming their volunteer into the Safe Harbor program.

C. Safe Harbor Program Requirements

1. The Program Director (Head Athletic Trainer) will refer the student-athlete to a counselor who will perform an evaluation and recommend a treatment plan. In addition to counseling, the plan may include confidential testing and medical intervention. The student-athlete is responsible for any financial cost associated with the treatment plan, however, the counselor will assist the student identify low or no-cost resources both on and off-campus and but will support the student-athlete in completing the treatment

plan. Athlete will also sign consent to allow Program Director (Head Athletic Trainer) to communicate with counselor on sessions.

2. The student-athlete will be permitted to remain in the Safe Harbor program for a reasonable amount of time as determined by the treatment plan, generally not more than 30 days.
3. Upon entry into the program a student-athlete may be administered a test to determine the presence and levels of any prohibited substance in his or her system. A student-athlete will not face sanctions based on the results of the initial program-entry test except as set out in this section and will not be subject to random testing while in the program. If any subsequent tests administered as part of the student's participation in the Safe Harbor program indicate continued use of any prohibited substance(s) or if the student-athlete fails to comply with the treatment plan, the student-athlete will be released from the program and subject to the appropriate sanctions set out in the Guidelines for Responding to Positive Tests.
4. The Program Director (Head Athletic Trainer) will inform the student-athlete when he or she has successfully completed and is released from the Safe Harbor program. The student-athlete also will be informed of counseling resources available through the UNT Student Health and Wellness Center and the UNT Substance Use Resource and Education Source Center (SURE), that he or she now is subject to random testing under the Drug Education, Testing and Counseling Program, and that the student-athlete is no longer eligible to participate in the Safe Harbor program while a student at the University of North Texas.

References

UNT Policy 04.011	Smoke-Free Campus
UNT Policy 04.016	Use of Alcoholic Beverages
UNT Policy 05.004	Illegal Drugs and Alcohol
UNT Policy 05.047	Drug-Free Workplace
UNT Policy 05.048	Drug-Free Workplace Statement
NCAA Bylaw 11.1.5	Use of Tobacco Products

**University of North Texas
Department of Athletics
Drug Education, Testing, and Counseling Program**

APPENDIX A

DRUG TESTING NOTIFICATION FORM

Student Athlete _____ Student ID _____

Notification Date ____/____/____ Time of Notification _____

Student Athlete Notified In person Direct phone contact

Location for Drug Test _____ on _____ at _____

Institutional Representative: I certify the student-athlete has been notified of his or her selection for drug testing by the University of North Texas at the date and time identified above and informed that failure to sign the Notification Form or failure to appear for drug testing will be treated as a positive test for a prohibited substance and will subject the student-athlete to sanctions described in the UNT Drug Education, Testing and Counseling policy.

Institutional Representative Name (Print) _____

Institutional Representative Signature _____

The undersigned Student-Athlete acknowledges, by signing this Notification Form, that I:

Have been notified of my selection to participate in a drug test administered by the University of North Texas and of the date, time and location of the test.

Have been informed of what is expected of me in preparation for this drug testing event and will be prepared to provide an adequate urine specimen at the date and time.

Will not over hydrate (drink too many fluids) and understand that providing a diluted specimen may be deemed a positive test and result in sanctions and follow-up drug testing.

Understand failure to appear at the site at the designated time will be deemed to be a positive test and result in sanctions and follow-up drug testing.

I understand I will be tested for banned substances as defined by NCAA and as otherwise set forth herein.

Student-Athlete
Signature _____

I can be reached at the following telephone number on test day: (____) _____

List of current medication(s) and/or supplement(s) I am taking: _____
Comments:

**University of North Texas
Department of Athletics
Drug Education, Testing, and Counseling Program**

APPENDIX B

**ACKNOWLEDGEMENT AND CONSENT TO DRUG TESTING AND AUTHORIZATION
FOR CONFIDENTIAL RELEASE OF INFORMATION**

I, the undersigned student-athlete, hereby acknowledge that I have received a copy of the University of North Texas Department of Athletics Drug Education, Testing and Counseling Program (the "Program") or was made aware that it may be found under the Sports Medicine tab at <http://www.meangreensports.com>. I further acknowledge that I understand the program's purpose and have had an opportunity to ask questions about the program.

I hereby consent to testing for the presence for prohibited substances in my system as described in the Program, including but not limited to random, unannounced testing by the University of North Texas or NCAA while a student-athlete at the University of North Texas.

I further authorize the University of North Texas or an agent acting on behalf of the University's to release all test results and other information created in the course of screening or testing conducted under the Program to the Director of the Drug Education, Testing and Counseling Program, Team Physician, Head Athletic Trainer, Counselor(s) participating in the Program, Athletic Director, Head Coach of my intercollegiate athletic program/sport or their respective designee. I understand that the information created in the course of screening or testing is confidential under the Family Educational Rights and Privacy Act ("FERPA") and may be confidential under the Health Insurance Portability and Accountability Act ("HIPAA") and intend for this authorization to satisfy the requirement for disclosure of this information under both laws.

I understand that qualified personnel will conduct testing under the Program and that these individuals will conduct and document the test in a manner that protects the integrity and confidentiality of my specimen throughout the collection and testing process.

I hereby **WAIVE, RELEASE AND HOLD HARMLESS** the University of North Texas System, the University of North Texas, the members of its governing board and its officers, employees and agents from any and all claims, actions and responsibility or liability related in any way with the release of information covered by this consent.

I understand that I may choose not to sign this form and forego participation in intercollegiate athletics at the University of North Texas and forfeit my athletics grant-in-aid.

Name of Student-Athlete (Printed)

Athletic Program/Sport

Signature of Student-Athlete

Date

Signature of Parent/Guardian (if student-athlete is under 18)

Date

**University of North Texas
Department of Athletics
Drug Education, Testing and Counseling Program**

APPENDIX C

**STUDENT-ATHLETE ACKNOWLEDGEMENT OF POSITIVE TEST
AND TREATMENT PLANNING SHEET**

Name: _____ Sport: _____

Date: _____ Student Identification No.: _____

Positive Drug Test or Alcohol/Tobacco Incident

Date of Drug Test/Alcohol or Tobacco Incident: _____ Positive: 1st 2nd 3rd

Nature of Positive Test or Incident (also see attached Laboratory testing form if applicable):

Initial Physician / Counseling Visit (n/a for Alcohol/Tobacco Violations) Date: _____ Physician:

Recommendations/Referral:

Placed on probation Starting Date: _____ Ending Date: _____

Mandatory Referral to University of North Texas Wellness Services/Alcohol and Drug Counseling -
(costs associated with evaluation and counseling may be the responsibility of the student-athlete)

Date of Evaluation Appointment 1: _____ Time: _____

Date of Evaluation Appointment 2: _____ Time: _____

Unannounced Drug Screening (cost of repeat screening may be the responsibility of the student-athlete)

Suspension Starting Date: _____ Ending Date: _____

Permanent Removal from Team Effective Date: _____

Important Phone Numbers:

Jeff Smith, MS, LAT, ATC
(940) 565-2371

Senior Associate Athletics Director for Sports Medicine

Dr Jay Darr, PHD, LPC, PMP
(940) 565-2741

TAO Coordinator- Counseling Center

I, the undersigned student-athlete, understand all conditions, sanctions, and mandatory referrals associated with my violation of the University of North Texas Drug Education, Testing and Counseling

Policy. I understand that a failure to comply with all parameters of treatment will constitute an additional positive test and that I will, at a minimum, be subject to the ramifications of that subsequent offense and may be subject to indefinite suspension or permanent removal from participation in intercollegiate athletics, as well as loss of scholarships or other benefits, at the University of North Texas.

Student-Athlete

Date

Head Athletic Trainer

Date

Team Physician / Counseling Services
(n/a for alcohol/tobacco violations)

Date

**University of North Texas
Department of Athletics
Drug Education, Testing, and Counseling Policy**

APPENDIX D

2017-18 NCAA Banned Drugs List

Download: http://www.ncaa.org/sites/default/files/2017_18_NCAA_Banned_Drugs_20170605.pdf (pdf)

University of North Texas
Student-Athlete Dietary Supplement Disclosure & Review Form
Appendix E

I, _____ am taking or am considering taking the dietary supplements listed below. I acknowledge and understand that the labeling on these products can be misleading and inaccurate, and that sales personnel may not be motivated nor qualified to accurately certify that these products do not contain substances prohibited by the NCAA and the University of North Texas Drug Education, Testing and Counseling Program. I also understand that the words “healthy” or “naturally occurring” that may be used in marketing supplements do not necessarily mean they are safe.

I acknowledge there may be health risk associated with taking dietary supplements and that there is a risk of losing my eligibility to participate in intercollegiate athletics at the University of North Texas if I test positive for a substance that is prohibited by the NCAA or University of North Texas Drug Education, Testing and Counseling Program regardless of the reason or purpose for taking such supplements.

Before taking or using any dietary supplement, I am personally responsible for ensuring the product does not contain any prohibited substance. By making this disclosure, I am requesting that these products and their ingredients be reviewed by University of North Texas Sports Medicine staff for the purposes of determining whether they may contain any prohibited substances. I understand that I should not take or use these products until their usage has been reviewed by University of North Texas Sports Medicine staff.

Athletic Trainer to circle prohibited substances and notify student-athlete.

Brand Name:

Listed Ingredients:

1. _____

2. _____

3. _____

Student-Athlete Signature

Date

Athletic Trainer / Nutritionist Signature

Date

University of North Texas
Department of Athletics Drug Education, Testing and Counseling Program
Reasonable Suspicion Reporting Form
Appendix F

I, _____, understand that a student-athlete may be tested for a prohibited substance under the University of North Texas Drug Education, Testing and Counseling Program and have read the program document. I am aware of the behaviors, conduct, and physiological signs/symptom that may indicate an individual is under the influence of or is actively using a prohibited substance. Based on my experience and knowledge I believe the student-athlete named below is currently under the influence of or is actively using a prohibited substance and should be referred for drug testing under the Drug Education, Testing and Counseling Program.

Name of Student-Athlete _____

The following sign(s), symptom(s), behavior(s) or conduct were observed by me over the past _____ hours and/or _____ days.

Please check below all that apply:

The Student-Athlete has shown inexplicable or unusual:

_____ Irritability _____ Loss of temper _____ Poor motivation _____ Failure to follow directions
_____ Verbal outburst (e.g. to faculty, staff, teammates) _____ Physical outburst (e.g. throwing equipment)
_____ Emotional outburst (e.g. crying) _____ Weight gain _____ Weight loss
_____ Sloppy hygiene and/or appearance

The Student-Athlete has been inexplicably or unusually:

_____ Late for practice _____ Late for class _____ Not attending class _____ Receiving poor grades
_____ Staying up too late _____ Missing appointments _____ Missing/skipping meals

The Student-Athlete has demonstrated the following physiological signs:

_____ dilated pupils _____ constricted pupils _____ red eyes _____ smell of alcohol on the breath
_____ smell of marijuana _____ staggering or difficulty walking _____ constantly running and/or red nose
_____ recurrent bouts with a cold or the flu (provide dates _____)
_____ over stimulated or "hyper" _____ excessive talking _____ withdrawn and/or less communicative
_____ periods of memory loss _____ slurred speech _____ recurrent motor vehicle accidents and/or violations (provide dates _____) _____ recurrent violations of Student Code of Conduct policy

Describe other specific observations:

Signatures:

Name of Staff

Signature of Staff

Date

Reviewed By:

Director of Athletics/Designee

Date

Name of Counselor Consulted

Date Consulted

Reasonable suspicion [exists / does not exist] to believe the student-athlete identified above is currently under the influence of a prohibited substance or currently is using a prohibited substance.

University of North Texas

Department of Athletics Drug Testing Reasonable Suspicion Reporting Form

Appendix G

1. Only those persons authorized by the institution will be allowed in the collection room.
2. When arriving to the collection room, the student-athlete will provide photo identification or a client representative will need to identify the student-athlete. The student-athlete will then print his or her name and arrival time on the Roster Sign-In Form.
3. The student-athlete will select a Custody & Control Form (CCF) from a supply of such and work with the institutional collector to complete the necessary information before proceeding with the specimen collection process.
4. The student-athlete will select a specimen collection beaker from a supply of such and will be escorted by the institutional collector (same gender) to the restroom to provide a specimen. The student-athlete will rinse his or her hands with water (no soap) and then dry their hands. Then the student-athlete will place a specimen barcode from the Custody & Control Form onto the beaker.
5. The institutional collector will directly observe the furnishing of the urine specimen to assure the integrity of the specimen.
6. The student-athlete will be responsible for keeping the collection beaker closed and controlled.
7. Fluids and food given to student-athletes who have difficulty voiding must be from sealed containers (approved by the institutional collector), opened and consumed in the collection room. These items must be free of any other banned substances.
8. If the specimen is incomplete, the student-athlete must remain in the collection room until the sample is completed. During this period, the student-athlete is responsible for keeping the collection beaker closed and controlled.
9. If the specimen is incomplete and the student-athlete must leave the collection room for a reason approved by the institutional collector, the specimen must be discarded.
10. Upon return to the collection room, the student-athlete will begin the collection procedure again.
11. Once an adequate volume specimen is provided; the institutional collector will escort the student athlete to the specimen processing table.
12. The specimen processor will instruct the student-athlete to closely observe the specimen processing steps and will then measure the specific gravity.
13. If the urine has a specific gravity below 1.005, no value will be recorded on the CCF and the specimen will be discarded by the student-athlete with the institutional collector observing. The student-athlete must remain in the collection room until another specimen is provided. The student athlete will provide another specimen.

14. Once the specimen processor has determined the specimen has a specific gravity above 1.005 the sample will be processed and sent to the laboratory.
15. If the laboratory determines that a student-athlete's sample is inadequate for analysis, at the client's discretion, another sample may be collected.
16. If a student-athlete is suspected of manipulating specimens (e.g., via dilution, substitution), the institutional collector will collect another specimen from the student-athlete.
17. Once a specimen has been provided that meets the on-site specific gravity, the student-athlete will select a sample collection kit from a supply of such.

18. The specimen processor will open the kit, demonstrate to the student-athlete the vials are securely sealed, open the plastic and open the A vial lid. The processor will pour the urine into the A and B vials and close the lids. The specimen processor should pour urine into vials above the minimum volume level (35 mL in A vial; 15 mL in B vial) and pour as much urine as possible into the vials using care not to exceed the maximum levels (90 mL in A vial; 60 mL in B vial).
19. The specimen processor will securely close the lids on each vial and then seal each vial using the vial seals attached to the CCF; assuring seals are tightly adhered to the vials with no tears or loose areas.
20. The specimen processor must then collect all necessary signatures (collector, donor, witness, and collector/specimen processor) and dates/times where indicated on the CCF.
21. The specimen processor will place the laboratory copy of the CCF in the back pouch of the plastic bag and the vials in the front pouch of the same bag. The bag should then be sealed. The sealed bag with vials will then be placed in the sample box. The box will then be sealed.
22. The student-athlete is then released by the institutional collector.
23. All sealed samples will be secured in a shipping case. The collector will prepare the case for forwarding. When two split samples are collected and packaged, care must be taken to assure one sample is placed in the shipping container for shipment to the "drugs of abuse" laboratory and one sample is placed in the shipping container for shipment to the "anabolic steroids" laboratory.
24. After the collection has been completed, the samples will be forwarded to the appropriate laboratory and copies of any forms forwarded to the Sport Drug Testing Department.
25. The samples then become the property of the client.
26. If the student-athlete does not comply with the collection process, the institutional collector will notify the appropriate institutional administrator and Drug Free Sport.

**University of North Texas
Department of Athletics**

APPENDIX H

SAFE HARBOR PROGRAM ACKNOWLEDGMENT

Student Athlete _____ Student ID _____

SAFE HARBOR: The University of North Texas and the Athletic Department encourages student-athletes to voluntarily seek assistance if they are using any prohibited substance or if they are having difficulty managing the use of lawfully prescribed drugs, alcohol or dietary supplements. The University and Athletic Department are committed to helping students make the first step toward a positive life change through its Safe Harbor program

The undersigned Student-Athlete acknowledges, by signing this Notification Form, that I:

Voluntarily refer himself or herself for the Safe Harbor program for drug or alcohol evaluation and counseling one time during his or her intercollegiate athletic career at the University of North Texas without facing the possibility of sanctions under the university's Drug Education, Testing and Counseling Program.

Will be permitted to remain in the Safe Harbor program for a reasonable amount of time as determined by the treatment plan, generally not more than 30 days.

Will use this program to help me and attend counseling sessions set up by the Program Director (Head Athletic Trainer), to the best I am able to and participate with the counselor.

Understand that I may be responsible for any financial cost associated with the treatment plan, however, the counselor will assist the student identify low or no-cost resources both on and off-campus and but will support the student-athlete in completing the treatment plan.

May be administered a test to determine the presence and levels of any prohibited substance in his or her system. A student-athlete will not face sanctions based on the results of the initial program-entry test except as set out in this section and will not be subject to random testing while in the program. If any subsequent tests administered as part of the student's participation in the Safe Harbor program indicate continued use of any prohibited substance(s) or if the student-athlete fails to comply with the treatment plan, the student-athlete will be released from the program and subject to the appropriate sanctions set out in the Guidelines for Responding to Positive Tests.

The Program Director (Head Athletic Trainer) will inform the student-athlete when he or she has successfully completed and is released from the Safe Harbor program. The student-athlete also will be informed of counseling resources available through the UNT Student Health and Wellness Center and the UNT Substance Abuse Counseling Center (SARC), that he or she now is subject to random testing under the Drug Education, Testing and Counseling Program, and that the student-athlete is no longer eligible to participate in the Safe Harbor program while a student at the University of North Texas.

Student-Athlete Signature _____ Date _____

Institutional Representative Name (Print) _____

Institutional Representative Signature _____ Date _____

Cost Analysis for Institutional Drug Testing

Itemized Individual Costs

Training Cost:	\$144
Cost per Clinic:	\$324
Cost per Street Drug Test:	\$30
Cost per Steroid Drug Test:	\$80

Estimated annual cost for Athletics – 4 testing periods/year, 20 athletes tested each time, 1 testing period street drugs and steroids

Training Cost:	\$144
Clinic Costs:	\$1296
Street Drug Testing:	\$2400
Steroid Testing:	\$1600

Total Annual Cost (excludes reasonable suspicion and follow-up testing) \$5440

