
Rehabilitation Program for Alcohol and Drug Abuse

Texas A&M University is committed to protecting the health and safety of its employees. Because alcohol and drug abuse is a significant problem in the United States, Texas A&M University is concerned about substance abuse on our campuses. The federal Substance Abuse and Mental Health Services Administration reports that approximately 13.4 million people in the United States have an alcohol problem and 3.2 million have abused or are dependent on illegal drugs. Substance abuse not only disrupts the workplace but also endangers the lives of those on our campuses.

Alcohol and Drug Program

Texas A&M University formally established an alcohol and drug program to address substance abuse prevention and treatment and comply with Federal Regulations such as the Drug Free Workplace Act of 1988 and the Omnibus Transportation Employee Testing Act of 1991. The program provides education, early intervention and referral of employees with substance abuse problems. The university rules detail who is covered by these Acts and establishes the procedures for random alcohol and drug testing, identifies counseling and support programs available, and specifies the consequences for substance abuse by employees.

Health Concerns

The use of illicit drugs can result in a wide range of health problems, including seizures, heart problems, liver diseases, chronic brain dysfunctions, HIV/AIDS, other diseases and infections, and death. Substance abuse can also cause addiction, memory loss, hallucinations, and paranoia.

Alcohol & Drug Abuse

Alcohol abuse is a prime contributor to suicide, homicide, and motor vehicle accidents and deaths. Approximately 150,000 deaths each year can be directly attributed to alcohol abuse. Alcohol and drug abuse can also lead to chemical dependency, premature death through overdose, brain damage, gastritis, anemia, and other physical problems.

Emotional Consequences

The emotional consequences of alcohol and drug abuse are often minimized. These substances can cause personality changes which contribute to problems in dealing with family and co-workers. The personality changes may seriously impair a person and these changes can lead to psychological problems and mental illnesses. Substance abuse may also disrupt effectiveness on the job, reduce motivation, cause legal and financial problems and contribute to social problems.

For more information about risks associated with drug and alcohol abuse contact the Human Resources Employee Assistance Program at eap@tamu.edu or (979) 845-3711.

Texas A&M University Guidelines

All Texas A&M University employees are expected to comply with federal, state and local drug laws as well as System Policies, and University Rules and Procedures. An employee who violates any of these drug laws will be reported to the appropriate law enforcement agency and will be subject to prosecution in accordance with the law. Legal sanctions for violation of local, state and federal laws may include, but not be limited to: fines, probation, jail or prison sentences. Employees are also required to abide by System Policies, and University Rules and Procedures prohibiting the manufacturing, possession, controlling, selling, transmitting, using,

being under the influence or being a party to any illegal drug or controlled substance use on University premises or at any University sponsored function. An employee who violates any of the System Policies, and University Rules and Procedures will be subject to University disciplinary actions, up to and including, termination.

The Employee Assistance Program (EAP) is a confidential source for assessment, problem identification, and referral for a broad range of problems including alcohol and drug abuse. Human Resources provides this confidential service to all benefit eligible faculty, staff, and their family members free of cost.

The EAP is also responsible for administration of the University's alcohol and drug testing program, as well as providing educational material and presentations on a variety of topics including alcohol and drug abuse.

Offices for the Employee Assistance Program are located in the Executive Plaza at 3608 E. 29th, Suite 101, Bryan, Texas. For additional information email eap@tamu.edu or call (979) 845-3711.

Community Resources

- Alcoholics Anonymous/AI-Anon **823-6391**
- National Alcohol and Drug Abuse Help Line **1-800-821-4357**
- Brazos Valley Council on Alcohol & Substance Abuse (BVCASA) **823-5300**
- Narcotics Anonymous of Brazos Valley **822-9094**
- Mental Health Mental Retardation Crisis Line **888-522-8262**
- Hearing impaired individuals can access these resources by using TTY telephones to call Relay Texas at **1-800-735-2989**