



2024 Biennial Review

Drug Free Schools And Communities Act

Grayson College

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Drug and Alcohol Abuse Prevention

Alcohol and Drug-Free Environment

The [Drug-Free Schools and Communities Act of 1989 \(DFSCA\)](https://www.congress.gov/bills/101/congress-house/3614)

(<https://www.congress.gov/bill/101st-congress/house-bill/3614>) requires institutions of higher education to establish programs that address unlawful possession, use, or distribution of alcohol and illicit drugs, and foster safe and drug-free learning environments which promote academic achievement. The College will review its Drugs and Alcohol Abuse Prevention Program every two years to determine its effectiveness and implement changes to the program as needed.

The statement provided below represents the Grayson College policy with regard to the abuse and/or distribution of alcohol, drugs and chemicals by students, faculty and staff.

Alcohol and Drug Prevention Statement

Grayson College is committed to maintaining a safe, healthy, lawful and productive working and educational environment for its students and employees. Studies have shown that excessive use of alcohol and use of illegal drugs and controlled substances increases the potential for accidents, absenteeism, tardiness, unsatisfactory performance, inefficiency, poor employee morale and damage to the College's reputation. The intent of this policy is to make Grayson College a better place to study and work through upgrading the mental and physical health of the total College community. It acknowledges the freedom of choice for those individuals who require or seek assistance and/or referral. The intent is not to restrict individual freedom but rather to encourage students and employees, principally through education and information efforts, to make intelligent choices about drug, controlled substance and alcohol use and abuse. As caring and concerned educational leaders, administrators, faculty and supervisors must exercise sound and reasonable

judgment when administering this policy. The appropriate vice president is expected to supervise the enforcement of this policy while protecting the rights of individual students, employees and other personnel. Reason and common sense must be guidelines in the execution of the policy.

1. Definition of legal drugs: A “legal drug” is a prescribed drug or over-the-counter drug which has been legally obtained and is being used for the purpose for which it was prescribed or manufactured.
2. Definition of illegal drugs: An “illegal drug or controlled substance” is any drug or controlled substance which is (1) not legally obtainable or (2) is legally obtainable but was not legally obtained. Illegal drugs include, but are not limited to: marijuana, hashish, cocaine, PCP, LSD, heroin, Dilaudid, Quaaludes and methamphetamine.

Drug and Alcohol Free Programming

Alcohol Free Options

Grayson College offers:

- Alcohol-free events and activities are created and promoted.
- Student service learning or volunteer opportunities are created, publicized, and promoted.
- The campus offers a student Life center, recreation center, or other alcohol-free settings.
- The student Life center, fitness center, or other alcohol-free settings have expanded hours.
- Nonalcoholic beverages are promoted at events.
- Athletic events are free to students and all are alcohol free

Student Alcohol Free Events (highlights)

Event	Description
Mardi Gras Casino Night	Mardi Gras games and mocktails
Get Hype Day 1 and Day 2	Get your free Viking HYPE t-shirts and planners in The Quad
This Year Will Be The G.O.A.T.	Celebrate National Goat Day with actual goats! Pet, feed or just hang out with miniature goats in Viking Alley (the blocked drive) from 11am-1:30pm!
Speed Friending with Tacos	Making friends can be tough! Let us take some of the awkwardness away. We facilitate 2 minute conversations with strangers, plus there are tacos! You may just walk away with a friend!
Get Connected Cookout and Engagement Fair	Free food, Student Organizations, Campus Resources, prizes - what more could you want in one space!?
Meet the Vikings	Introduction of all the GC athletes in the Viking gym
Game Night with Phi Theta Kappa - Pool Tournament	Get ready to break, bank and pocket your way to victory. Whether you're a seasoned cue master or a casual player looking to test your skills, this tournament promises an exhilarating blend of competition, camaraderie and campus spirit.

Event	Description
Mean Girls Day	Get in loser, we're celebrating Mean Girls Day! Join us for a fetch and fabulous movie watching party as we pay tribute to the iconic teen comedy that brought us the Burn Book, Plastics, and the ultimate rules of girl world. On this special day, we're bringing the hilarious and oh-so-relatable world of "Mean Girls" to life in an event that's totally grool.
Zombie Escape Room	Brace yourself for an adrenaline-pumping challenge that will put your wits and teamwork to the ultimate test. Welcome to the Zombie Escape Room: Survive the Apocalypse, where the clock is ticking, and your mission is to outsmart the undead and find a way to safety. Do you have what it takes to survive the zombie uprising?
Pizza with the Prez	Whether you're curious about future campus developments, interested in sharing your perspective on student life, or simply looking to connect - Pizza with the Prez is your opportunity to bring your appetite for FREE pizza and engage in an informal way!
Stuff-A-Plush	Have you always wanted your own goat, beaver, or lion? Well now you can with this year's Homecoming Stuff-A-Plush. Think Build-A-Bear but at no cost to you (which is always great).
Axe Throwing at The Horse's Ax	Are you ready to channel your inner lumberjack as we head to The Horse's Axe, the ultimate destination for an axe throwing experience like no other. Whether you're a seasoned axe-throwing pro or a complete beginner, this trip promises an exhilarating time for everyone involved.
Line Dance Night	Southeastern Line Dance Club will come and teach line dances

Employee Alcohol Free Events (highlights)

Event	Description
Employee Engagement & Wellness Events	Employee committee meets monthly to plan alcohol free events for the all employees to create a positive community
Grayson Moves: Work it Wednesdays	Contest of minutes/steps completed weekly and a final drawing, includes wednesday health, fitness tips and workshops
Fitness Center	All employees have free access to the fitness center year-round with extended hours.
Gratitude Breakfast	A monthly alcohol free breakfast is provided during the workday to show gratitude for faculty and staff and encourage fellowship.
Coffee and Conversations	Highlights a topic of interest in a casual alcohol free environment presenting to all faculty and staff providing coffee

Event	Description
Selfie Walk	Walk around campus to take pictures of department created selfie walls
Ugly Christmas Sweater Contest	Contest with snacks and hot chocolate voting for the winner of the ugliest Christmas sweater
Bingo	Alcohol free gathering to take a break, play bingo, and win prizes
Jeopardy Games	Alcohol free gathering to compete Jeopardy game style
Viking Coin Treasure Hunt	Search for GC coins as a team to win the hunt
Best of.. Employees recognition	Employees vote for fellow employees in areas such that show balance, service, caring, and other areas to nominate for recognition

Normative Environment

Grayson College creates a social, academic, and residential environment that supports health-promoting norms through:

- College admissions procedures promote a healthy environment.
- Exams/projects increasingly require class attendance and academic responsibility.
- Substance-free residence halls.
- The campus encourages an increase in academic standards.
- Faculty and staff are educated about behavioral indicators, student norms, and cultural attitudes related to high-risk or illegal alcohol use.
- Faculty and staff are educated about behavioral indicators, student norms, and cultural attitudes related to illegal drug use.
- Faculty are encouraged to engage in a higher level of contact with students.
- Students are educated about misperceptions of drinking norms.
- Student leadership promotes positive, healthy norms.
- Students have opportunities to advise and mentor peers.
- Pro-health messages are publicized through campus and community media channels.

Student Educational Events

Event	Description
Impaired Driving: Am I OK to Drive?	Criminal Justice Club to partner with TXDOT to bring carts and goggles for an impaired driving event.
Athletic Events	All athletic are free to all students
Cupcakes with Counseling	Learn about the different services and programs offered by Counseling and Social Services while grabbing a cupcake and meeting the counselors.
Consent Training - Mandatory for Housing, Athletes & SGA Officers	Consent training: Wanna Make out? A conversation about consent
Gratitude Jars (International Gratitude Day)	Step into a world of positivity and appreciation at our enchanting DIY Gratitude Jars. Embrace the Gratitude mindset, reflect, share and connect, cultivate daily gratitude, and take home your Gratitude Jar to keep the positivity going! Everything is supplied for you!
Stress Less Days (Main Campus)	Come learn some healthy ways to reduce your stress.
Fall Etiquette Dinner	Join us for an evening of (FREE) fine dining, engaging conversations, and expert guidance as we unravel the nuances of proper dining etiquette. Whether you're a seasoned dining professional or just looking to polish your social grace, this event will empower you with the confidence to navigate any formal occasion. This event is limited to 48 students and must RSVP.
Vision Board Crafting (International Positivity Day)	Are you ready to turn your dreams into reality? Join us for a captivating and inspiring Vision Board Crafting, where creativity meets intention. Whether you're aiming for personal growth, career success, improved health, or simply seeking clarity in your life, the Vision Board Crafting day is your chance to transform your dreams into a vibrant reality.
Consent Workshop	Students learn that consent is an ongoing, enthusiastic yes. What is consent, what consent is not and about sexual misconduct and assault.

Employee Educational Opportunities

Event	Description
Learning Day	Twice a year a one-hour safety module for all employees. Such as personal safety by PD

Event	Description
Healthy Eating	Whether you're looking to boost your energy, eat smarter, or just learn some tasty new tricks, this session is for you! And the best part? We're treating you to a delicious, healthy lunch that will leave you feeling energized and ready to take on the rest of the day!
Heart Health	Jessica Hollinger, Chest Pain Coordinator at TMC, will share invaluable insights and practical tips to help you take care of your heart.
Sleep Awareness	Our expert speaker, TMC's Sleep Lab Manager, a credentialed specialist in sleep health, will share valuable insights on optimizing your sleep cycles for better energy, focus, and well-being.
Stress Management	Join us for an energizing and informative Lunch & Learn: Stress Management session, the fourth in our popular series, where we'll explore how stress affects both the mind and body — and what you can do about it.
BCBS Health tips and wellness resources	Monthly email from Blue Cross/Blue Shield regarding health tips and wellness program resources shared with all benefit-eligible employees.
AS+K About Suicide and Save a Life	Course based on the Texas Suicide Prevention Coalition's course
Texas Workforce Commission	Presentation about Vocational Rehabilitation including information about benefits and resources available to employees with mental health or addiction issues.
LinkedIn courses offered to all employees on demand	Topics include balance, healthy habits, well-being, managing stress, creating purpose, avoiding burnout, and more.

Alcohol Availability

Grayson College limits alcohol availability though :

- Alcohol is banned or restricted on campus.
- Alcohol is banned in residence halls.

Conduct Consistency

Student Alcohol and Drug Policies

A student shall be prohibited from using, possessing, controlling, manufacturing, transmitting, distributing, selling, or being under the influence of intoxicating beverages on College District property, in College District vehicles, and at College District-related activities. With the prior consent of the Board or the College President, these provisions may be waived with respect to a specific location on College District property or a specific event that is sponsored by the College District. Local, state, and federal law shall be strictly enforced at all times on all property controlled by the College District in regard to the possession and consumption of alcoholic beverages.

No student shall possess, use, control, manufacture, transmit, distribute, sell, or attempt to possess, use, control, manufacture, transmit, distribute, sell, or be under the influence of, any of illegal substances on College District property, in College District vehicles, or at College District-related activities. The transmittal, sale, or attempted sale of what is represented to be any of the illegal substances shall also be prohibited under this policy. Local, state, and federal law shall be strictly enforced at all times on all property controlled by the College District in regard to the possession and use of illegal substances.

Paraphernalia

The use, possession, control, manufacture, transmission, distribution, or sale of paraphernalia related to any prohibited substance is prohibited.

Violations

Students who violate this policy shall be subject to appropriate disciplinary action. Disciplinary action provides due process to each student through an interview and an investigation of all facts shared if appropriate. If the student is found to have violated the Student Code of Conduct, the student will

be placed on the appropriate level of discipline, ranging from a verbal warning to suspension. All students may appeal the conduct decision and sanctions. All students are offered supportive measures such as referral to Grayson College counseling and other community resources.

Employee Alcohol and Drug Statement

The use, possession, and/or distribution of controlled substances that are not medically necessary and prescribed by a licensed physician shall be prohibited on campus. Furthermore, it is the policy of the College District that employees shall be prohibited from using, possessing, controlling, manufacturing, transmitting, distributing, dispensing, selling, or being under the influence of any of the illegal substances while conducting College District business or while on College District property, in College District vehicles, or at College District-related activities, whether during or outside of usual working hours. The transmittal, sale, or attempted sale of what is represented to be any of the above-listed substances shall also be prohibited under this policy. An employee need not be legally intoxicated to be considered "under the influence" of alcohol, a controlled substance, or an illegal drug.

Violations

An employee shall be prohibited from reporting to work under the influence of alcohol, illegal drugs, or controlled substances. Violations may result in disciplinary action up to and including termination of employment. Local, state, and federal law shall be strictly enforced at all times on all property controlled by the College District in regard to the possession and use of illegal substances.

Health Risks of Drug and Alcohol Use

Drug and alcohol abuse pose significant health risks. These include, but are not limited to:

- Physical effects: liver damage, heart disease, pancreatitis, high blood pressure, brain damage, and increased risk of overdose or death.

- Mental health effects: depression, anxiety, memory loss, cognitive impairment, and personality changes.
- Other risks: weakened immune system, addiction, and, in the case of intravenous drug use, increased likelihood of contracting infections such as HIV/AIDS.
- Pregnancy-related risks: low birth weight, developmental issues, and infants born with substance dependencies.

Substance abuse can severely impact overall health and quality of life. Individuals experiencing issues with drugs or alcohol are strongly encouraged to seek medical advice and support.

Legal Sanctions for Alcohol and Drug Violations

Federal Law

Under federal law, illegal possession or distribution of drugs can result in:

- Fines up to \$10 million
- Prison sentences up to life
- Loss of federal student aid eligibility
- Asset forfeiture

Texas Law

Under Texas law:

- Drug possession penalties range from misdemeanors to felonies, with fines up to \$10,000 and up to 99 years in prison depending on the substance and amount.
- Marijuana remains illegal and penalties vary by amount.
- Minor in Possession (MIP) of alcohol: Up to \$500 fine, license suspension, and mandatory classes.
- DWI (Driving While Intoxicated): Up to \$2,000 fine, jail time, and license suspension.

Resources

Grayson College Counseling Center (students)

The problems you may experience while Navigating through college life can prevent you from performing at your maximum potential. If you are experiencing difficulty in performing to your potential, social problems, and, or personal difficulties, seek assistance from Grayson College Personal Counseling team. Student Support Services provides personal counseling for students dealing with a wide variety of issues.

[Personal Counseling](https://www.grayson.edu/personal-counseling/index.html) (<https://www.grayson.edu/personal-counseling/index.html>)

Grayson College Main Campus

6101 Grayson Drive - Denison, TX 75020

903.463.8694 and 903.463.8730

Counselors and counseling appointments are also available on the south campus and virtual.

Employee Assistance Program (EAP):

The EAP can help with issues related to job performance, marital difficulties, family issues, communication skills, depression, anxiety, child and elder care, parenting support, anger management, legal and financial issues, grief and bereavement, self-improvement plans, stress management, personal concerns, career management, substance abuse, and crisis calls.

Alliance Work Partners

<https://www.awpnow.com/>

800-343-3822

Mental Health Support (employees)

Grayson College supports Here for Texas, mental health resources for Texans. Please visit Here for Texas for links to local counseling services, crisis lines, or to be connected to a mental health navigator.

[Here for Texas](http://www.herefortexas.com) (www.herefortexas.com)

Fitness and Wellbeing (employees)

Grayson College provides periodic wellness programming through #LifeActivated.

Employees have the opportunities to participate in group walks and runs, wellness challenges, fitchats, and other special activities to support Balance – one of our six Viking Values. Grayson employees may use the Grayson College fitness center free of charge during regular operating hours.

[Fitness Center Amenities](https://www.grayson.edu/campus-life/student-life/fitness-center.html) (https://www.grayson.edu/campus-life/student-life/fitness-center.html)

Distribution of Alcohol and Drug Free information

Information distributed to employees and students includes:

- A description of the health risks associated with alcohol abuse and the use of illegal drugs.
- A description of applicable legal sanctions under local, state, and federal laws.
- A description of treatment, counseling, rehabilitation, or re-entry programs available at your institution and community, state, and national resources.
- A statement of the institution's disciplinary measures regarding alcohol and illegal drug use by students and employees.

Grayson College publicize and distributes its alcohol or other drug policy ongoing or annually through:

- Student handbook
- Staff and faculty handbook
- Admissions materials
- Course catalogs
- Student's academic orientation
- Residence hall orientation
- New employee orientation

Strengths of Current Program

Grayson College demonstrates a strong commitment to maintaining an alcohol- and drug-free environment by offering a variety of well-attended, alcohol-free events for both students and employees. The College actively promotes a culture of wellness through ongoing educational programming and mental health support, reinforcing healthy lifestyle choices across the campus community. Expectations for conduct are clearly defined and consistently communicated, ensuring uniform accountability for both students and staff. Furthermore, compliance with the Drug-Free Schools and Communities Act (DFSCA) is upheld through the systematic distribution of program information via handbooks, orientations, and campus-wide materials.

Opportunities for Improvement

To strengthen the effectiveness of alcohol- and drug-free initiatives, the institution could provide all stakeholders more direct learning opportunities focused on the risks and consequences of substance use. This may include expanded educational workshops, peer-led discussions, or integration into existing wellness programming.

Additionally, implementing user surveys could offer measurable insights into the efficacy of current prevention efforts. Regularly collecting and analyzing feedback would help assess program impact, identify knowledge gaps, and guide data-informed improvements.