



TEXAS WOMAN'S
UNIVERSITY™

**Texas Woman's University
Biennial Alcohol and Drug Prevention
Program Review**

Review Dates:

September 1, 2023-August 31, 2024

September 1, 2024-August 31, 2025

I. Introduction

Texas Woman's University is a teaching and research institution emphasizing the liberal arts and specialized or professional studies. Established in 1901 by an act of the 27th Legislature as the Girls Industrial College, the institution began classes in 1903. TWU is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award baccalaureate, master's, and doctoral degrees. The University holds the Carnegie Classification of Doctoral/Research 2 (R2) University.

Texas Woman's University builds on its long tradition as a public institution primarily for women by educating a diverse community of students to lead personally and professionally fulfilling lives. TWU prepares women and men for leadership and service through high quality undergraduate and professional programs on campus and at a distance.

Texas Woman's University complies with all requirements The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) which requires an institution of higher education, such as Texas Woman's University, to certify it has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its premises and as a part of any of its activities. As such, Texas Woman's University annually distributes via University email/listserv the following to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees
- A description of the legal sanctions under university, local, state, and federal law for the unlawful possession or distribution of illicit drugs and alcohol
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students
- A clear statement that Texas Woman's University will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct

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

- Determining the effectiveness of policies and implementing changes to the alcohol and other drug programs if they are needed
- Ensuring that the sanctions developed are enforced consistently. The biennial review must also include a determination as to:
 - The number of drug and alcohol related violations and fatalities occurring on the campus or as part of their activities that are reported to campus officials
 - The number and type of sanctions the IHEs imposed on students and employees as a result of the violations

To best achieve the goal of education and the exercise of TWU responsibilities, the University seeks to educate the university community about the effects of alcohol and illicit drugs. As a community, we believe that the sharing of knowledge can contribute to a more responsible approach to alcohol and drugs.

Texas Woman's University acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act and authorized an administrative review to be conducted to determine if the University fulfills the requirements of the previously mentioned Federal regulations. The Vice President of Student Life, or an appointed designee, along with the Texas Woman's University Police Department (TWUPD), is responsible for conducting the review and reporting on the findings.

The following campus units provided information for this biennial report:

- Counseling and Psychological Services
- TWU Police Department
- Health and Wellbeing Initiative
- Human Resources Office
- Athletics
- Student Accountability and Growth Education
- Student Health Services Department
- Student Life Dallas
- Student Life Houston
- University Housing and Residence Life

The intention of this document is to meet the legal requirements of conducting a biennial review and summarize the programs and activities related to alcohol and drug prevention on Texas Woman's University campus during the **2023-2024** and **2024-2025** academic years.

The following information was examined for the biennial review:

- Alcohol and drug information provided to students
- Athletic policies related to drugs and alcohol
- Student Handbook policies related to drug and alcohol use on campus and sanctions imposed for failure to comply
- Student Code of Conduct
- University Policy related to drug and alcohol use by University employees and the sanctions imposed for failure to comply
- Student Health Program policies related to Drug and Alcohol Testing

- Preventative resources available to students and employees regarding drug and alcohol abuse
- Responsive resources available to students and employees regarding drug and alcohol abuse
- Residence Life policies related to drugs and alcohol
- Incident reports to the Student Accountability and Growth Education related to any possible infractions of the drug and alcohol policy
- TWU's Clery Act reports
- Local, State and Federal Mandates

II. Drug & Alcohol Resources and Educational Services

Texas Woman's University **Counseling and Psychological Services (CAPS)** serves the TWU student community on the Denton, Dallas, and Houston campuses. CAPS is committed to supporting a student's success and personal growth in a safe, warm, non-judgmental, and confidential environment. If you would like help with drug or alcohol use, or any other mental health concern, you can contact TWU CAPS at (940) 898-3801 (Denton campus), (214) 689-6790 (Dallas campus), or (713) 794-2059 (Houston campus). Anyone can also visit <https://twu.edu/counseling/> at any time to review options for support.

Crisis Services

During Regular Business Hours

For Denton: Immediate assistance is available on a walk-in and/or call-in basis for any student experiencing a crisis situation on the Denton campus. Students can walk into Jones Hall, Office 269, or call the dedicated CAPS Crisis Line at 940-898-HELP (4357). When a student calls in, the option to engage in a telehealth crisis session is available as well.

For Dallas and Houston: Because our Dallas and Houston CAPS offices do not have a reception area or front office staff, students experiencing a mental health crisis are encouraged to call the dedicated CAPS Crisis Line at 940-898-HELP (4357) for immediate assistance. When a student calls in, the option to engage in a telehealth crisis session is available as well.

After Regular Business Hours Support

After-hour crisis services are available via phone call only, and all campuses should call the dedicated 24/7 CAPS Crisis Line at 940-898-HELP (4357).

Additional Community Resources

Denton County:

Denton County MHMR

2519 Scripture

PO Box 2346

Denton, TX 76201

940-381-5000

Dallas County:

North Texas Behavioral Health Authority

8111 LBJ Freeway, Suite 900

Dallas, Texas 75243

Main Number: 214-366-9407

Crisis Hotline: 1-866-260-8000

Harris County:

The Harris Center for Mental Health and IDD

1502 Taub Loop

Houston, Texas 77030

713-970-7000

Harris County Outpatient Mental Health Clinics

Texas Telephone Crisis and Suicide
Prevention Lines:

- **Denton County Crisis Line:** 800-762-0157
- **Dallas Suicide and Crisis Center:** 214-828-1000
- **Houston/Harris County Crisis Line:** 713-970-7000

National Telephone Crisis Lines:

- **National Suicide Prevention Lifeline:** 988 or 800-273-8255
- **Crisis TEXT Line:** Text HOME to 741741
- **Veteran's Crisis Line:** 800-273-8255

Veterans Service

1505 East McKinney Street, Ste. 151
Denton, Texas 76209-4525
940-349-2950

Dallas County:**VA North Texas Health Care System**

4500 S. Lancaster Rd.
Dallas, TX 75216
214-742-8387

**The Steven A. Cohen Military Family
Clinic at Metrocare**

16160 Midway Rd., Suite 218
Addison, TX 75001
469-680-3500

Harris County:**Harris County Veterans Services
Offices**

2100 Travis Street, Suite 210
Houston, Texas 77002
281-876-6600

Substance Abuse:

Substance Abuse and Mental Health
Service Administration (SAMSHA): This
service provides referrals to local
treatment facilities, support groups, and
community-based organizations.

SAMSHA National Helpline: 800-662-
4357

Additional Resources:

- [MentalHealthTX.org](https://www.mentalhealthtx.org)

For staff, resources are available through the Employee Assistance Plan at no cost to the employee, employee's spouse, or employee's family members.

- [Alliance Work Partners](https://www.allianceworkpartners.com): 1-800-343-3822

Substance Abuse Assistance

All students and employees are encouraged to seek early help if they feel they have a problem with alcohol and/or other drugs, and to learn how to assist others with substance abuse problems. With early assistance, it is less likely that serious consequences will result from alcohol or other drug problem. There are resources on campus and in the community for assistance.

Questions should be directed to the Student Health Center, the Student Accountability and Growth Education Center (SAGE), Counseling and Psychological Services (CAPS), or to the Office of Human Resources.

Some other resources include:

- Alcoholics Anonymous-<http://www.aa.org>
- [In the Rooms – Global Online Meeting List:](#)
- Al-Anon – <http://www.al-anon.org/> 888-425-2666
- Narcotics Anonymous – <https://na.org/>
- National Alliance on Mental Illness (NAMI): 1-800-950-6264
- SAMHSA – Substance Abuse and Mental Health Services
Admin: 1-800-662-HELP(4357)
Website: <http://www.findtreatment.samhsa.gov/>

Student Health Services: The TWU Student Health Services offers programs and treatment for drugs and alcohol. If you would like to request a program, call the Health Promotion section at (940) 898-3833 or submit a program request form by following this link: <https://www.twu.edu/health-promotion/program-request/>. If you would like information on treatment for drug or alcohol abuse, call the Student Health Service's main phone number (940) 898-3826.

The Employee Assistance Program: The Employee Assistance Program (EAP) is provided through TWU Human Resources Department to assist employees and their families with personal matters by referral to agencies, facilities, or individuals that may best be able to meet their needs. To contact an EAP coordinator, call 1-(800) 343-3822 or visit their website at <https://www.awpnow.com>.

Prevention Programs

AlcoholEdu for College: The Dean of Students Office offers Vector Solutions educational program: AlcoholEdu for College (formerly Get Inclusive) and is provided to all incoming students as a requirement of their first-year student seminar course. Using a story-first approach to engage student learners in meaningful alcohol prevention education, this course centers authentic student-driven narratives to explore key topics such as supporting peers in recovery,

understanding the short- and long-term effects of alcohol and substance use, and the physical, mental, and emotional benefits of abstaining and/or reducing the use of these substances while in college. By blending narrative-driven instruction with interactive engagement, this course equips students with the tools to make positive choices and create a culture of awareness, intervention, and support. The program also covers alcohol and drug use and party culture/campus safety related to sexual assault through the Haven course.

Campus Safety Program

Fall 2025

Location: Parliament Village Courtyard

Students experienced the drunk goggle vision obstacle course and learnt about TWU's SHARP (Sexual Harassment, Assault & Rape Prevention) program. Residents participated in the obstacle course and were provided with resources regarding the SHARP Program.

Color Your Coaster

Fall 2025

Location: Stark Hall

Students were able to construct relationships with other residents through creating colorful crafts alongside them. The mocktail station showed attendees how to make mocktails, alongside encouraging safe alternatives to alcohol for students

Cruel Summer

On April 17, 2024, SHS Health Promotion/Peer Educators implemented Cruel Summer. This program was designed to cut through the noise of summer social expectations and provide students with tangible safety information. Led by Peer Educators, this initiative focused on the practical "rules of the road" both social and legal scenarios to ensure students are equipped to make informed decisions and look out for their friends.

Fatal Vision Goggle Program

The TWUPD offers DWI prevention education through campus exhibits and demonstrations of its fatal vision goggles. These goggles simulate the different levels of visual and perceptual impairment which individuals who are under the influence of drugs or alcohol experience. This program is offered several times throughout the year.

Fentanyl Program

The TWUPD provides a Fentanyl Awareness Program that equips students with critical knowledge about the dangers and widespread presence of fentanyl, how to identify the signs of an overdose, and how to safely administer Narcan in an emergency.

High on Life: A Wellness Day

Spring 2025

Location: Stark Hall

Students gained valuable insights into drug prevention, learnt to recognize overdose warning signs, understood harm reduction strategies, engaged in meaningful conversations about substance use, and built a supportive community—all while enjoying a relaxed movie night with great company and snacks.

The Pumpkin Drunkin Hour

Fall 2023

Students gained information on "spooky" facts about alcohol and were shown the dangers of unsafe drinking practices with the help of TWU Police Department, while also unwinding from midterm season.

On February 28, 2024, SHS Health Promotion/Peer Educators partnered with U in the Driver Seat to provide interactive alcohol education to prepare students to make safe and informed choices over spring break. This program provided students with essential information for navigating social environments & safety during spring break. Peer Educators centered the conversation on practical harm reduction and peer to peer accountability.

Students completed an obstacle course while wearing Drunk Goggles to understand what their vision was like while impaired. There were different levels of inhibition that could be tried to see the difference in drunkenness. TWUPD also provided resources regarding the negative effects of alcohol and resources on campus if someone was suffering from alcohol abuse.

On May 1, 2024, SHS Health Promotion/Peer Educators teamed up with U in the Driver Seat to bring a high-energy, interactive alcohol education experience to the TWU campus. This collaboration focused on moving the conversation beyond the classroom and into real-world scenarios, creating a space where students could interact with peer educators and discuss safety, personal limits, and harm reduction.

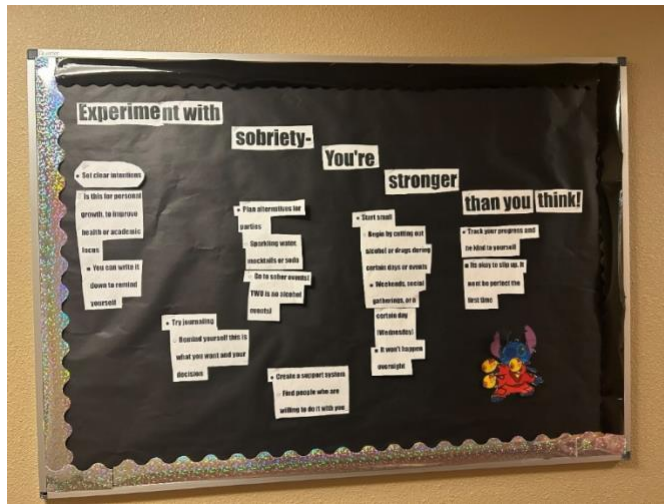
Location: Stark Hall



Title: **Experiment with sobriety-you are stronger than you think!**

This bulletin board provided tips to help with sobriety and how to identify when it becomes more than just casual drinking or smoking.

Location: Guinn Hall

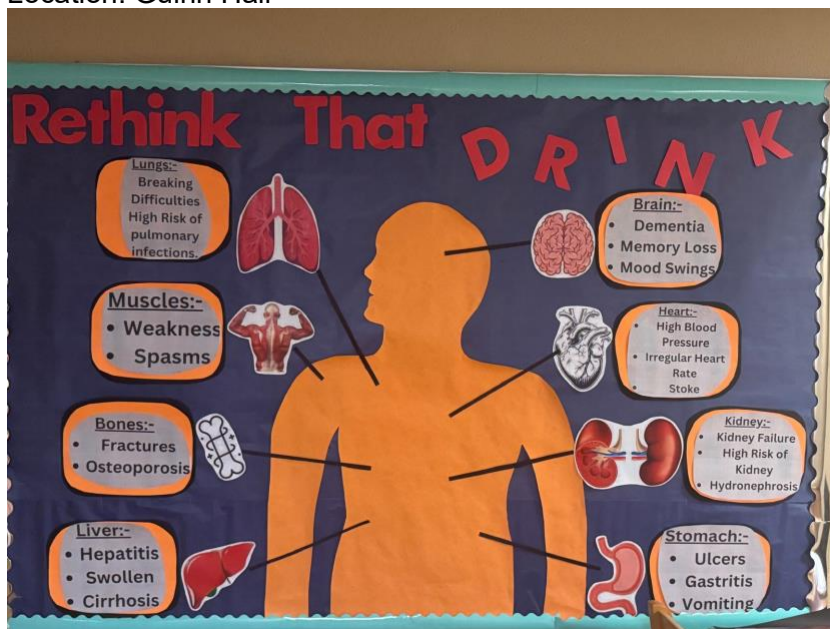


Fall 2025

Title: **Rethink that drink**

This bulletin board listed the effect of alcohol on the human body.

Location: Guinn Hall



Fall 2025

Title: **Swing away from substance abuse**

This bulletin board focused on substance abuse awareness and prevention.

Location: Stark Hall



Outreach Program and Workshop: By request, TWU Counseling and Psychological Services provides workshops and presentations to student groups and classes on a wide variety of topics including alcohol and drug prevention. If you would like more information on arranging a program, follow the instructions on TWU CAPS webpage: <https://twu.edu/counseling/outreach-and-consultation/>

Additional Prevention and Education Resources:

- Athletic Orientation/ Athletic Handbook
- First Year and Transfer Student Orientations
- Campus marketing related to health education programming
- Residence Hall Agreements
- Student Handbook
- New Employee Orientations
- University Policy (online)

III. Policy and Incident Reporting

Compliance with Drug Free Schools and Communities Act

Texas Woman's University strives to remain in compliance with the requirements of the Drug Free Schools and Communities Act. The University has adopted and implemented programs to prevent the abuse of alcohol and/or use or distribution of illicit drugs both by students and employees on its premises and as a part of any of the University's activities. TWU has written

policies on alcohol and drugs and makes these policies available online. Materials available include the following:

- Standards of conduct that prohibit unlawful possession, use or distribution of illicit drugs and alcohol on University property or as a part of University activities
- A description of the health risks associated with the use of illicit drugs and abuse of alcohol
- A description of applicable legal sanctions under local, state, or federal law
- A description of counseling or treatment programs
- A clear statement and description of the disciplinary sanctions the institution will impose on students and employees

The federally mandated policy about alcohol and other drugs will be distributed to all students via email and is available online. TWU also promotes various alcohol and drug awareness activities throughout the year on campus bulletin boards and through social media.

Alcohol and Drug-Free Campus Workplace Policy

Texas Woman's University is committed to providing students, faculty, staff, and visitors a safe campus and workplace. The University recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these conditions associated with alcohol and drug addiction.

The University also recognizes that controlled substance use and alcohol misuse diminish workplace and campus safety, as well as undermines the University's ability to fulfill its mission of providing quality education for all students in an atmosphere that promotes intellectual pursuit, and social and personal responsibility. Compliance with this policy is considered a condition of employment and attendance at TWU. All employees and students are notified of this policy by electronic delivery.

Drug Free Workplace Policy: [Drug Free Workplace Policy](#)
[Drug-Free Workplace Procedures and Drug Testing Policy for Faculty and Staff](#)

Substance Abuse Prevention "Drug Free Schools" Policy:
[Illegal Use of Drugs and Alcohol Policy](#)

Student Policy Summary

All Texas Woman's University students are responsible for complying with Texas state laws and policies of TWU. These guidelines establish that:

- No person under 21 years of age may use or be in possession of alcoholic beverages
- Alcoholic beverages shall not be made available to minors
- Misrepresentation of age for the purpose of purchasing alcoholic beverages is a violation of state law
- Personal possession and consumption of alcoholic beverages is not permitted at athletic events, at University sponsored social events attended by students, or on campus grounds

Student Handbook: <https://twu.edu/student-handbook/>

TWU Housing Summary

Texas Woman's University employs Residence Directors and Resident Assistants who are trained to enforce the community standards regarding alcohol and drugs for the students residing on campus. Each resident is provided with information on University and residence hall policies as a part of completing the housing license. The alcohol and drug policies are listed below:

Alcohol

Residents and guests must comply with federal, state, and local laws concerning the possession, sale, and consumption of alcoholic beverages. Residents who are of lawful age (at least 21 years old) may consume and possess alcohol in the privacy of their assigned room. However, for the safety of and legal concerns for all residents involved, a resident may not consume nor possess alcohol in their assigned space if their roommate is not of lawful age. Alcohol found by staff in violation of this policy is disposed of immediately

Additionally, alcoholic beverages should always be used in moderation to ensure each resident's right to privacy, sleep, and study within their room and/or apartment. Sufficient reasons for appropriate disciplinary action by the department or university include but are not limited to: disruptive behavior, lack of cleanliness in the residence halls and/or apartments, or any other drinking habits that may be injurious to the health, education, and wellbeing of an individual or those around them.

Illegal Substances and Drugs

The use of illegal drugs is prohibited on university property. TWU Police department are notified if any illegal substances/drugs or drug paraphernalia are found in on campus housing. TWU students who use illegal substances and/or drugs will be subject to penalties outlined in the Student Handbook which can include suspension from TWU Housing, disciplinary probation, suspension, or expulsion from the university.

Persons found in violation of either the alcohol or illegal substances and drugs policies are subject to administrative or disciplinary sanctions listed in the Student Code of Conduct and can include:

- Warning and/or probationary period
- Contact with parent/guardian
- Referral to an alcohol education program
- Termination of the housing contract
- Suspension from housing

- Disciplinary Probation
- Suspension or Expulsion from TWU
- Possible arrest, imprisonment, or fine according to state alcohol laws

TWU Housing Incidents

Semester	# Alcohol & Drug Responsible Findings
Fall 23	7
Spring 24	7
Fall 24	5
Spring 25	6
Fall 25	6

Disciplinary Sanctions include the following: Warning, Loss, Disciplinary Probation, Interim Action, Interim Suspension, Suspension of Housing, Suspension, Expulsion, Revocation of Admission and/or Degree, Withholding Degree.

Human Resources Summary

In compliance with the drug-free workplace requirements of the Drug-Free Workplace Act of 1988 for recipients of federal contracts and grants, the following policy is in effect for Texas Woman's University.

Texas Woman's University is required by the Drug-Free Workplace Act of 1988 to notify all employees that the unlawful manufacture, sale, distribution, possession, or use of a controlled substance in or on any premises or property owned or controlled by the University is prohibited. A controlled substance is any substance defined by federal or state statute or regulations.

Any employee convicted of a violation of a criminal drug or alcohol related statute occurring on TWU premises must, as a condition of continued employment, abide by the terms of this policy and notify their supervisor and/or department head. Notification of a conviction must be made in writing within five (5) calendar days after the conviction. This requirement is mandated by the Drug-Free Workplace Act of 1988.

The University must notify the federal contracting or granting agency of any criminal convictions of individuals employed on a federal grant or contract for illegal drug activity in the workplace. The notice must be provided within 10 days after receiving notice of a conviction.

An employee or student who unlawfully manufactures, sells, distributes, possesses, or uses a controlled substance in or on premises or property owned or controlled by the University, regardless of whether such activity results in the imposition of a penalty under a criminal statute, will be subject to appropriate disciplinary action up to and including termination of employment, or dismissal from school, or will be required to participate satisfactorily in an approved drug abuse assistance or rehabilitation program or both.

Omnibus Transportation Employee Testing Act Policy

In conjunction with its Drug-Free Workplace Policy, TWU also complies with the Omnibus Transportation Employee Testing Act of 1991, as amended by the Federal Motor Carrier Safety Administration (FMCSA) and the U.S. Federal Highway Administration (FHWA). The act relates to those employees possessing or required to possess a Commercial Driver's License (CDL). Any employee in or applicant for such a CDL position has special obligations to notify TWU that they have recently or are currently using certain physician prescribed drugs or other medication that may affect that person's test results or ability to perform their duties. Current CDL employees are subject to the following rules:

- When reasonable suspicion exists that an employee has used a controlled substance or has otherwise violated the substance abuse rules, he/she may be required as a condition of continued employment to submit to a drug or alcohol test.
- TWU may conduct unannounced random testing.
- When an employee is involved in any accident resulting in injury or damage to university property, they must notify Risk Management.
- When an employee returns from substance abuse rehabilitation, the university may require that they submit to follow-up testing as a condition of continued employment.
- All affected employees may be required to undergo urinalysis or other drug testing as part of a recertification physical exam.

The complete policy and pertinent procedures are available in the University Policy Manual. The chart below depicts the number of random drug testing collections made by the Office of Human Resources.

Human Resources Incident Reports:

Year	Incidents in Workplace	Random Testing	Outcome
Fall 2023-Spring 2024	0	4	0 positive results
Fall 2024-Spring 2025	0	4	0 positive results

Intercollegiate Athletics Summary

The administrative, professional, and coaching personnel of the TWU Department of Intercollegiate Athletics believe and concur in the following propositions and conclusions concerning alcohol and drug use and abuse by any student-athlete participating in the University's varsity programs.

- Student-athletes need full knowledge of the harm that alcohol and drugs may cause and they should have an awareness of the detriment on performance and physical and emotional health.
- Those attempting to combine athletic activities with alcohol and drug use may create additional risks to themselves, teammates, and others. The reduction in mental alertness, the behavior modifications – whether as excessive aggression or increased indifference – expose athletes to physical injury and team dissension. These risks are both immediate (i.e., practice injuries) and long-term such as physiological degradation and devalued self-esteem.
- Given the substantial time and energy required for participation in varsity sports, a student-athlete who permits alcohol or drug use to affect and alter her athletic

performance is likely to see corresponding declines in her ability and motivation to honor her primary obligations in the classroom, library, and laboratory.

- Drug testing by the NCAA can occur at all NCAA national championship events. If a student-athlete's drug problem is detected at an NCAA Championship event, little can be done. We should make every effort through awareness, education, and values clarification to prevent such an occurrence.
- Texas Woman's University is in full agreement with the NCAA in condemning the use of non-prescribed, non-therapeutic/performance enhancing drugs. It is the responsibility of the Athletics Department, through the Head Athletic Trainer, to communicate the Department's policy regarding this issue. In addition, no athletics staff member shall encourage or advise any student-athlete to take any performance enhancing/non-therapeutic drugs and further, they will not issue or assist the student-athlete in obtaining any performance enhancing/non-therapeutic drugs. All staff members must play an active role in advising against the use of performance enhancing/non-therapeutic drugs by a student-athlete. Any staff member found to be in violation of this policy would be subject to dismissal.

In concert with these specific beliefs, Texas Woman's University provides an Alcohol, Substance Abuse Education and Drug Testing program for all student-athletes, student managers, and student athletic trainers. This program is consistent with NCAA legislation that created the association's drug testing program to protect the health and safety of student-athletes competing therein. The program involves saliva collection on specific occasions and laboratory analyses for substances on a list of banned drug classes developed by the NCAA Executive Committee. This list consists of substances generally purported to be performance enhancing and/or potentially harmful to the health and safety of the student-athlete. The drug classes specifically include stimulants (such as amphetamines and cocaine) and anabolic steroids, as well as other drugs.

Athletics Drug Testing Policy and Procedure:

The Athletics Department makes every attempt to foster an environment where its student-athletes feel comfortable asking for and receiving assistance. We support our student-athletes' decision to change their behaviors before a serious problem arises. However, in instances where a drug or alcohol abuse problem is suspected, a teammate, coach or other staff member should bring it to the immediate attention of the Athletics Department administrative staff.

Supervisory Responsibilities: A Substance Abuse Committee will be created consisting of the Director of Athletics, the Senior Woman Administrator, the Head Athletic Trainer, a staff member from the Division of Student Life, and the Faculty Athletics Representative or his/her designee from the Athletics Council. The purpose of the committee shall be to:

- Establish and maintain a substance abuse education program for all student-athletes
- Periodically review and monitor the testing procedures
- Serve as a hearing board for appeals by the student-athlete related to drug or alcohol policy violations/sanctions.

Education: Regularly scheduled substance abuse education programs will be provided by the university. Participation in these programs will be required of all student-athletes, student managers, and student athletic trainers. The programs will consist of drug and alcohol awareness education and/or referral for substance abuse counseling sessions.

Policy: Each varsity student-athlete will receive a written copy of the University's "Alcohol, Substance Abuse Education and Drug Testing Policies and Procedures" and a consent form. The student-athlete, through her signature, acknowledges receipt, indicates understanding of

the program, and provides voluntary consent for the analysis involved and to the release of the testing results to a limited and pre-defined number of individuals. Signing of the consent form is a precondition for participation in varsity athletics. All student-athletes (scholarship, non-scholarship, walk-on, fifth-year, or graduate) are subject to random drug screening analyses to test for any or all of the substances that appear on the NCAA's list of banned drugs (see available NCAA drug testing regulations located in the Head Athletic Trainer's office). Student-athletes receiving aid and attending summer school are also subject to drug testing.

Notification: The Drug Testing Coordinator or a delegated member of the Athletic Training Staff will notify selected student-athletes and/or teams at the time of testing. There will be no prior notice given. Following notification, the individual or team that has been selected for drug testing will report immediately to the designated testing location.

Banned Substances: Texas Woman's University's Athletics Department utilizes the most current NCAA list of banned drug classes (NCAA Bylaw 18.2.1.2.1) for its substance abuse program. This list may be obtained through:

- A member of the TWU Sports Medicine Staff
- TWU Athletics Compliance officials
- NCAA Sports Sciences internet site ([NCAA Banned Substances](#))

Collection Process: Drug screening will be performed in-house utilizing the approved NCAA drug testing protocols.

Chain of Custody for Positive Samples: In the event of a preliminary positive sample, the Drug Testing Coordinator will notify the student-athlete immediately. The student athlete will then be directed to report immediately to a designated off-campus testing laboratory for confirmation urinalysis screening. If there is a class conflict, the student-athlete and Drug Testing Coordinator will agree upon a suitable alternative time.

If the confirmation analysis indicates the presence of an illegal substance, the laboratory will relay the results to the Drug Testing Coordinator, and the student-athlete will be assessed with a positive drug test. Every possible step will be taken to ensure the integrity of the testing procedures and to maintain the accuracy and confidentiality of the test results. Except as authorized by the student-athlete in the consent agreement, the disclosure of test results to any person within or outside the University is prohibited.

Self-Referral: Any student-athlete may refer herself to evaluation or counseling by contacting a member of the TWU coaching staff, TWU Sports Medicine Staff, and/or athletics department administrator. A student athlete may not initiate self-referral after she has been informed of her participation in an impending drug test. This self-referral will be held strictly confidential, and no team and/or administrative sanctions will be imposed upon the student athlete who has made a personal decision to seek professional assistance. A treatment plan will be put into place, and the student-athlete will not be sanctioned for entry. A student-athlete testing positive (during random and/or reasonable suspicion testing) after entering this program will be subject to the applicable sanctions.

Athletics Alcohol and Illegal/Banned Drug Policies

Being a student athlete is a privilege, and with that privilege is certain expectations for appropriate behavior. TWU Athletics complies with all NCAA regulations, and all Texas laws

regarding alcohol and/or drug use. The TWU Athletics department adheres to the University sanctions for violation of alcohol and other drug policies. Athletics department sanctions will be in addition to the general University sanctions for violations.

Through the University's Student Code of Conduct disciplinary process, students can be provided with amnesty from sanctions. TWU student-athletes are encouraged to report violations of the Code of Conduct and the department's alcohol and illegal/banned drug policies in such cases where amnesty may be applied. Students should not stay silent. For example, anyone with knowledge of a violation where sexual assault may have occurred must report the incident right away to a head coach, an athletic trainer, or an administrator for the safety and well-being of all involved. Amnesty is addressed in the Student Code of Conduct.

Violations committed during the recruiting process: Alcohol consumption or the use of illegal or banned drugs by student hosts or recruits is not permitted, regardless of the age of the involved student hosts/recruits or who furnishes the alcohol or other substances. (Student hosts are defined as those student-athletes specifically assigned by the coach as the hosts for recruits on an official or unofficial visit.) Student hosts must sign a form agreeing to this as part of the paperwork they sign before serving as a student host in the recruiting process. (This does not restrict them from locations in which others are using alcohol, it only restricts the host and recruit from any use of alcohol during the visit.) Student hosts are encouraged to contact a head coach or Athletics Department staff member to assist with any issues that may arise.

Violations committed during travel and/or at off-campus athletic events: During road trips, alcohol consumption or the use of illegal or banned drugs by student-athletes is strictly prohibited at all times, regardless of the age of the student-athlete or the means by which the substance was obtained.

Violations committed at Athletics events on-campus: Alcohol consumption or the use of illegal or banned drugs by student-athletes is prohibited at all TWU Athletics competitions or events (including summer camps), regardless of the age of the student-athlete or the means by which the substance was obtained.

Violations pertaining to the use of falsified identification: A student-athlete may not allow another person to use the student-athlete's identification for the purpose of obtaining alcoholic beverages, nor may the student-athlete use the identification of another person for the illegal purchase of alcohol. If a student-athlete provides identification to someone else, the student-athlete will be held accountable for the manner in which the student-athlete's identification is used. No fake identifications may be used for the purchase of alcohol or to gain access into age-restricted establishments.

Alcohol or illegal drug violations involving student-athletes brought to the attention of the Athletics Department: If University officials or local officials notify any member of the Athletics Department staff of specific violations of the Athletics Department policies outlined above or of specific violations of the University alcohol

and drug policies (including under-age drinking violations), the student-athlete will be subject to the Athletics Department sanctions for violations outlined below in addition to any sanctions from the University or other authorities.

If a current or former student-athlete notifies any member of the Athletics Department staff of an alleged violation of the Athletics Department alcohol and drug policies, that informant will be asked to meet with the Substance Abuse Committee and will be required to provide specific information regarding the alleged violation to include all individuals involved, location, specific policy infraction, source of information, and any other relevant information that is available in writing. The reported student-athlete will be given the opportunity to meet with the Substance Abuse Committee and refute the allegations. If the allegations are substantiated, the reported student-athlete will be sanctioned at the appropriate level of entry (first, second or third violation).

Athletics Department Random Drug Testing Collections:

Year	Incidents in Athletics resulting in drug testing	Outcome
Fall 2023- Spring 2024	0	0 positive results
Fall 2024 - Spring 2025	0	0 positive results

**Note: The NCAA did not select TWU's student-athletes for drug testing during the 23-24 or 24-25 academic year.*

Other Resources

Student Health Services (SHS) we believe student's health is the foundation of success. We provide affordable, high-quality care that supports students' physical, mental, and emotional health. From the classroom to a future career, we are here to help students' stay at their best so they can focus on what matters most: pioneering their own path. Private medical consultations are available for students to discuss alcohol and drug-related health concerns. Providers offer wellness support, symptom management, and referrals to additional care as needed.

Students can utilize Student Health Services to obtain medical orders for drug screening to meet program & employment requirements.

SHS Health Promotion Provides alcohol and other drug education to Texas Woman's University students through peer mentoring, online resources, and outreach events.

TWU Campus Well provides comprehensive wellness resources to TWU students free of charge. Students can access information on alcohol and other drugs at:

<https://twu.campuswell.com/category/self/substance-use/>

Peer Educators facilitate dynamic and engaging educational outreach for TWU students. They

partner with specific initiatives like "U in the Driver Seat" (focused on impaired driving prevention) to encourage healthier lifestyles and harm reduction.

Online Health Hub serves as an online hub for students to access information and relevant resources on various topics, including substance use: <https://sites.google.com/twu.edu/shs-hp-online-health-hub/health-topics/alcohol-other-drugs>

IV. Enforcement

The primary sources on campus that enforce the alcohol and drug policies for students are the TWU Police Department (TWUPD) and the Student Accountability and Growth Education Center. For employees, the Office of Human Resources manages interventions and/or sanctions.

Student Accountability and Growth Education Center:

It is the primary responsibility of the Student Accountability and Growth Education Center to assess instances of policy violations by students and to determine appropriate sanctions through the Code of Conduct process.

Texas Woman's University Student Code of Conduct

In accordance with Texas Woman's University's University Regulation and Procedure (URP) 06.200 – Student Code of Conduct, students are responsible for their conduct from the time of application through degree conferral, including conduct occurring on or off campus when such conduct impacts the University community or its functions. Students accept a shared responsibility to uphold standards of behavior consistent with the University's educational mission and community expectations, including respect for others, property, and institutional processes. Violations of these expectations may constitute non-academic misconduct and are subject to disciplinary action under URP 06.200.

Purpose of Sanctions

Consistent with **URP 06.200 disciplinary procedures**, sanctions are designed to:

- Promote student learning and development
- Encourage accountability and responsible decision-making
- Protect the safety and integrity of the University community
- Repair harm when appropriate

Sanctions may be applied individually or in combination depending on the severity of the violation, prior conduct history, and circumstances of the incident.

Sanctions

Students found responsible for instances of drug or alcohol policy violations will be assigned sanctions. Sanctions are meant to educate the responsible student, repair harm when appropriate, and provide accountability. Students may be assigned both disciplinary and

educational sanctions. When appropriate, more than one sanction and/or educational measure may be imposed. Listed in order of increasing severity are the disciplinary sanctions that may be applied to Non-Academic Misconduct offenses.

Official Warning

A formal written notice that the student has violated university policy and that continued or repeated violations may result in more severe disciplinary action.

(URP 06.200 – Disciplinary action)

Disciplinary Probation

A designated period during which the student's conduct is monitored. Probation may include:

- Restrictions on privileges or participation in activities
- Required educational programming
- Additional conditions deemed appropriate

Failure to comply with probation requirements or additional violations may result in more severe sanctions.

(URP 06.200 – Disciplinary status; probationary standing)

Interim Suspension

A temporary removal from classes, activities, or campus access when a student's continued presence poses a threat to the health, safety, or welfare of individuals or the University community.

Students will receive notice and an opportunity for a prompt hearing in accordance with University procedures.

(URP 06.200 – Interim action provisions; emergency removal authority)

Disciplinary Suspension

Separation from the University for a defined period of time. During this period, the student is not permitted to attend classes, access campus, or participate in University activities. Conditions for re-enrollment may be specified.

(URP 06.200 – Separation from the University)

Expulsion

Permanent separation from the University. Expulsion results in termination of student status, with any conditions for potential readmission explicitly stated.

(URP 06.200 – Permanent separation)

Additional Provisions

- Multiple sanctions may be imposed for a single violation.
- Sanctions are determined based on the nature and severity of the misconduct, prior disciplinary history, and impact on the University community.
- Failure to comply with assigned sanctions may result in additional disciplinary action.
- University disciplinary action may proceed independently of criminal or civil proceedings.

Student Code of Conduct: <https://public.powerdms.com/TWU1/documents/1745742>

Drugs of Abuse/Uses & Effects: <https://twu.edu/student-handbook/drug-and->

[alcohol-use/](#)

The following were reported to the Student Accountability and Growth Education as drug and alcohol related violations that had subsequent sanctions placed on students by the Student Code of Conduct process. These do not include Housing reports not requiring disciplinary action by the Student Accountability and Growth Education Center.

Student Code of Conduct Incidents:

Year	Number of Incidents	Outcomes	Sanctions Assigned
Fall 2023-Spring 2024	8	1 Case Dismissed due to insufficient evidence 5 Found Responsible 2 Found Not Responsible	1 Disciplinary Probation 4 Disciplinary Warning
Fall 2024-Spring 2025	14	4 Cases Dismissed due to insufficient evidence 10 Found Responsible 0 Found Not Responsible	4 Disciplinary Probation 2 Disciplinary Suspension 3 Disciplinary Warning 2 Housing suspension

TWU Police Department (formerly the Department of Public Safety):

As an educational institution, Texas Woman's University is committed to the development of a healthy environment which stimulates intellectual and personal development in students and employees as well as ensuring their physical well-being. TWUPD enforces all federal, state, and local laws including those which regulate the possession, use, and sale of alcoholic beverages. Use or possession of alcoholic beverages at TWU by an individual under the age of 21 is prohibited by Texas law.

TWUPD enforces federal, state, and local laws pertaining to the illegal possession, use, and sale of illicit drugs. Students and employees may not use, possess, sell, manufacture, or distribute illegal drugs, inhalants, or controlled substances (narcotics or dangerous drugs), be in possession of drug paraphernalia, or use any legal drug or

other substance in a manner other than as prescribed or for its legal purpose in or on university owned or controlled property.

Violators of drug or alcohol laws and campus policies are subject to University disciplinary action, criminal prosecution, fines, and imprisonment. Full disclosure of campus policies involving drug and alcohol use can be found in the Student Handbook by following this link: <https://twu.edu/student-handbook/drug-and-alcohol-use/>

University Regulations and Procedures related to alcohol and drugs on campus can also be found: [URP 01.250: Alcohol Use](#)
[URP 01:255: Drug-Free Workplace Policy](#)

Possible Drug and Alcohol Offenses and Penalties

The use of alcoholic beverages and controlled substances by members of the Texas Woman's University community is at all times subject to applicable federal and state laws. The following is a summary of selected provisions of Texas and federal law.

Texas Law for Alcohol or Drug Offenses: Violations and Penalties

Purchase, Consumption, or Possession of Alcoholic Beverages by a Minor: A minor commits an offense if they consume or possess an alcoholic beverage, except when in the visible presence of their adult parent, guardian, or spouse, or as otherwise permitted by law.

A violation is generally a **Class C Misdemeanor**, punishable by a fine of up to \$500. Additional consequences may include mandatory alcohol awareness education, community service, and driver's license suspension. Repeat offenses may result in increased fines and/or confinement in jail for up to 180 days.

Purchase or Furnishing of Alcoholic Beverages to a Minor: A person commits an offense if they purchase for, give to, or with criminal negligence make available an alcoholic beverage to a minor, unless an exception applies (such as a parent, guardian, or spouse being visibly present).

This offense is a **Class A Misdemeanor**, punishable by a fine of up to \$4,000 and/or confinement in jail for up to one year.

Misrepresentation of Age by a Minor: A minor commits an offense if they falsely represent themselves as 21 years of age or older or present false identification to obtain alcohol.

A violation is generally a **Class C Misdemeanor**, punishable by a fine of up to \$500. Repeat offenses may result in increased penalties, including possible confinement.

Public Intoxication: A person commits an offense if they appear in a public place while intoxicated to the degree that they may endanger themselves or another person.

Public intoxication is a **Class C Misdemeanor**, punishable by a fine of up to \$500.

Sale of Alcoholic Beverages: The sale or possession for the purpose of sale of alcoholic beverages is prohibited unless the seller possesses a valid license or permit.

The term “sale” may include indirect transactions such as charging admission, membership fees, or other forms of consideration when alcohol is provided.

Consumption After Hours: Consumption of alcoholic beverages in a public place is not permitted between the hours of 12:15 A.M. and 7:00 A.M., Monday-Saturday and 1:15 A.M. and 12 noon on Sunday.

Consumption after hours is a **Class C Misdemeanor**, punishable by a fine up to \$500.

Hours of Sale and Local Restrictions: Texas law regulates the hours during which alcoholic beverages may be sold. Additionally, local ordinances may impose restrictions on the possession or consumption of alcohol in certain public places.

Open Container in a Motor Vehicle: A person commits an offense if they knowingly possess an open container of alcohol in the passenger area of a motor vehicle located on a public highway, regardless of whether the vehicle is being operated.

This offense is a **Class C Misdemeanor**, punishable by a fine of up to \$500.

Driving While Intoxicated:

“Intoxication” is defined as:

- Not having the normal use of mental or physical faculties due to alcohol, drugs, or a combination of substances; or
- Having a blood alcohol concentration (BAC) of 0.08 or higher.

A first offense is a **Class B Misdemeanor**, punishable by a fine of up to \$2,000, confinement in jail for 72 hours to 180 days and driver’s license suspension for up to one year.

Enhanced penalties may apply for repeat offenses, the presence of an open container, or other aggravating factors. There is a **Zero Tolerance Law** for drivers under 21, making it illegal to drive with any detectable amount of alcohol.

Boating While Intoxicated: Operating a watercraft while intoxicated is a **Class B Misdemeanor**, punishable by a fine of up to \$2,000, confinement in jail for 72 hours to 180 days and boating privilege suspension for up to one year.

Enhanced penalties may apply for repeat offenses, the presence of an open container, or other aggravating factors. There is a **Zero Tolerance Law** for drivers under 21, making it illegal to drive with any detectable amount of alcohol.

Intoxication Assault: A person commits an offense if, while intoxicated, they operate a motor vehicle, aircraft, watercraft, or amusement ride and cause serious bodily injury to another.

This offense is a **Third-Degree Felony**, punishable by confinement in prison for 2-10 years, possible fine amount up to \$10,000, and driver’s license suspension for up to one year.

Enhanced Offenses and Penalties: Penalties for intoxication-related offenses increase significantly with prior convictions and may include longer terms of confinement and felony-level charges.

Controlled Substances, Marijuana, and Hemp-Derived THC

Texas law prohibits the unauthorized manufacture, delivery, possession, or use of controlled substances. Penalties vary depending on the substance, applicable penalty group, amount possessed or delivered, and other circumstances.

Examples of potential penalties include:

- **Possession of Marijuana:** Possession of two ounces or less is generally a Class B misdemeanor, punishable by up to 180 days in jail and/or a fine of up to \$2,000. Penalties increase with the amount possessed.
- **Delivery of Marijuana:** Penalties vary by amount and whether remuneration is received. Certain low-level deliveries may constitute misdemeanor offenses, while larger amounts may result in felony charges.
- **Other Controlled Substances:** Unauthorized possession or delivery of substances such as cocaine, heroin, methamphetamine, LSD, and certain tetrahydrocannabinols may result in misdemeanor or felony charges depending on the applicable penalty group, quantity, and conduct involved.

Hemp and THC: Texas law distinguishes lawful hemp from marijuana and controlled tetrahydrocannabinols. Consumable hemp products may contain no more than 0.3% delta-9 THC on a dry-weight basis. Effective July 31, 2026, Texas's controlled-substance schedule expressly provides that delta-8 THC is a controlled substance; only naturally occurring trace amounts of delta-8 THC in hemp are exempt from controlled-substance status. Consumable hemp products may not be sold to persons under 21, and sellers must verify age using valid government-issued identification. State law and regulations concerning hemp and THC continue to evolve, and penalties depend upon the substance, concentration, quantity, and circumstances of the offense.

Important Note:

Texas law was amended in 2019 to legalize hemp. As a result, enforcement and prosecution of low-level marijuana offenses may vary due to evidentiary requirements distinguishing hemp from marijuana.

Federal Law on Drug Offenses

Federal law prohibits the manufacture, distribution, dispensing, or possession with intent to manufacture, distribute, or dispense controlled substances.

Selected Federal Penalties for Possession (21 U.S.C. § 844)

- **First conviction:** Up to 1 year imprisonment and a minimum fine of \$1,000
- **Subsequent convictions:** Increased imprisonment and fines

Additional Federal Consequences May Include:

- Forfeiture of property used to commit or facilitate a drug offense
- Civil fines
- Denial of federal benefits (e.g., student loans, grants, licenses)
- Ineligibility to possess firearms

Federal trafficking penalties vary significantly based on drug type and quantity and may include substantial fines and long-term imprisonment. Updated information about federal drug trafficking

penalties for most drugs can be found at the following website: <https://www.dea.gov/drug-scheduling>

Disclaimer

This summary provides general information regarding Texas and federal alcohol and drug laws. Actual penalties and enforcement practices may vary based on legislative updates, jurisdictional policies, and the specific circumstances of each case.

Drug and Alcohol Statistics

Denton Campus

2023

Drug Arrests: 9 on-campus, 4 on public property

Drug Referrals: 9 on-campus

Alcohol Arrests: 2 on-campus

Alcohol Referrals: 0

2024

Drug Arrests: 1 on-campus

Drug Referrals: 12 on-campus

Alcohol Arrests: 4 on-campus

Alcohol Referrals: 1 on-campus

2025

Drug Arrests: 8 on-campus, 2 on public property

Drug Referrals: 6 on-campus, 2 on non-campus property owned or controlled by TWU

Alcohol Arrests: 2 on-campus, 1 on public property

Alcohol Referrals: 0

Dallas Campus

There were not any Clery Act drug or alcohol statistics for 2023, 2024, or 2025 for the Dallas campus.

Houston Campus

There were not any Clery Act drug or alcohol statistics for 2023, 2024, or 2025 for the Houston campus

**During the 2023-2024 and 2024-2025 reporting cycles there were no reported drug or alcohol related fatalities.*

Assessment Data

ACUHO I / Benchworks Resident Assessment

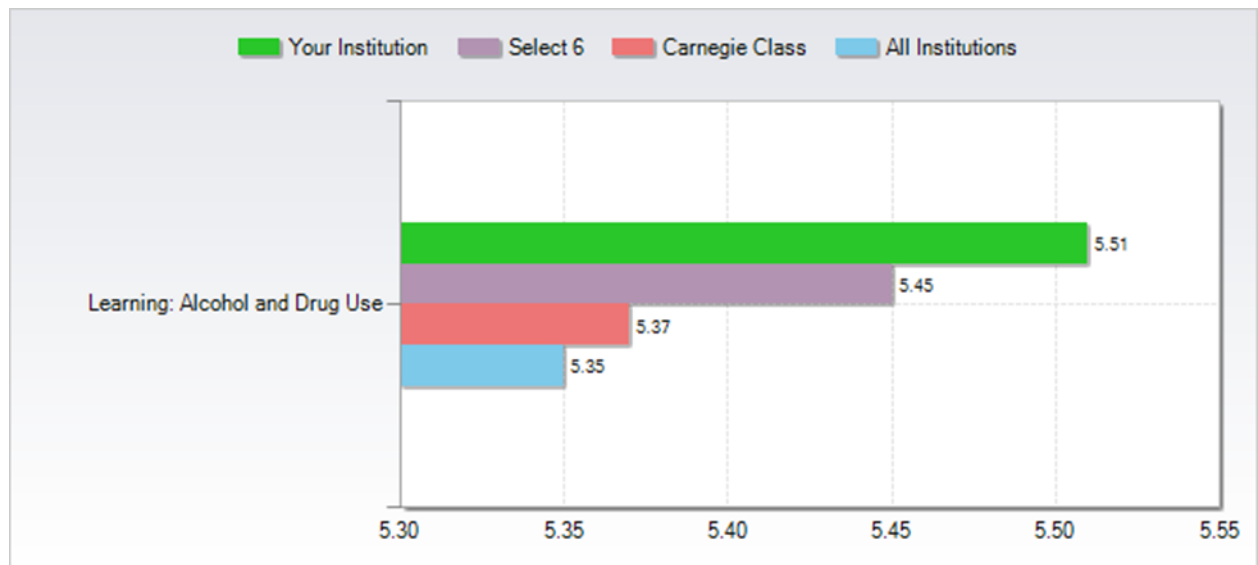
Residential student satisfaction survey was administered in Spring 2024. Two questions regarding alcohol and drug usage were asked.

Questions: As a result of your on-campus housing experience, you better understand the negative consequences of: Q103 // Alcohol use Q104 // Drug use

Results: As a result of staying on campus, TWU students better understood the negative

consequences of drug and alcohol usage compared to their peers at institutions across the country that have taken the survey.

Response Scale: 0 – 7



Select 6 Institutions: Angelo State University, Texas A & M University-Commerce, University of North Texas, University of Central Missouri, University of Central Oklahoma, Wichita State University.

The Health & Wellbeing Initiative (HWI) contributes to the university's ongoing assessment of student health behaviors through periodic wellbeing surveys.

In Fall 2021, a wellbeing survey was administered across multiple campuses, including Houston, Dallas, and Denton (graduate and first-time-in-University populations). Students were asked to report how frequently they had experienced dependence on alcohol or another substance (e.g., legal, or illegal drugs) within the past 12 months using a five-point frequency scale (Never; A few times per year; A few times per month; Most weeks; Most days). Across all campuses, most respondents reported "Never," with rates ranging from 82.2% to 93.0%. Smaller proportions of students reported infrequent to more regular experiences, with slightly higher frequency reported among graduate students compared to other populations.

In Fall 2022, the same question and response scale were administered. Results remained consistent, with the overwhelming majority of respondents selecting "Never," and a small proportion indicating varying levels of frequency.

In Fall 2023, HWI implemented a more comprehensive wellbeing survey, incorporating items adapted from established health and wellbeing instruments. The survey was administered to first time-in-college (FTIC) students enrolled in UNIV 1231 courses, yielding 863 responses. Consistent with prior years, the majority of respondents (89.7%) reported "Never," while smaller proportions indicated varying levels of frequency: 3.7% reported "A few times per year," 3.1% "A

few times per month,” 1.5% “Most weeks,” and 1.7% “Most days.”

Findings across reporting years demonstrate consistency in student self-reported experiences, with most students not reporting substance dependence and a smaller subset indicating varying levels of experience. These data provide a baseline and trend for ongoing monitoring and inform prevention, education, and support efforts aligned with the Drug-Free Schools and Communities Act to promote a healthy campus environment.

DFSCA Biennial Review Recommendations and Action Plan

Overall Finding

Texas Woman's University demonstrates a commitment to maintaining a safe, healthy, and drug-free learning and work environment through existing prevention, education, conduct, and employee wellness programs. The review identified opportunities to strengthen compliance documentation, improve assessment practices, increase awareness of available resources, and enhance data-driven decision-making regarding alcohol and other drug (AOD) prevention efforts. The following action plan is intended to improve institutional effectiveness and ensure continued compliance with the Drug-Free Schools and Communities Act and EDGAR Part 86 requirements.

Recommendation 1

Strengthen Documentation of Annual DAAPP Distribution

Rationale

Although annual notification materials are distributed to students and employees, documentation should consistently demonstrate that all required constituents received the information and had access to the complete DAAPP notice.

Action Steps

- Standardize annual distribution processes across all campuses.
- Maintain electronic records of distribution dates, recipient groups, and delivery methods.
- Conduct annual verification audits of distribution records.
- Create a centralized repository for DAAPP notifications and supporting evidence.

Responsible Offices

- Dean of Students
- Compliance

- Marketing & Communication
- Information Technology Solutions

Timeline

Action	Completion Date
Develop distribution protocol	Fall 2026
Centralize records repository	Fall 2026
Annual compliance audit process implemented	Spring 2027
Ongoing annual review	Each Fall

Assessment Measures

- 100% of enrolled students receive annual notification.
- 100% of employees receive annual notification.
- Distribution records are maintained for audit purposes.
- Annual audit confirms compliance with Part 86 notification requirements.

Recommendation 2

Improve Assessment of AOD Prevention Program Effectiveness

Rationale

Federal guidance requires institutions to determine whether programs effectively reduce alcohol and drug misuse. Enhanced assessment efforts will allow TWU to demonstrate outcomes and guide resource allocation.

Action Steps

- Collect participation, learning outcome, and behavioral data for all major programs.
- Utilize student surveys
- Analyze trends in conduct violations, referrals, and educational sanctions.

Responsible Offices

- Student Life
- Student Health Services
- Counseling Services
- Student Life Assessment

Timeline

Action	Completion Date
Establish assessment framework	Fall 2026
Develop annual dashboard	Spring 2027
First annual outcomes report	Summer 2027
Ongoing data collection and review	Annual

Assessment Measures

- Annual AOD outcomes report completed.
 - Program participation increases by 10% over biennium.
 - Increased student awareness of resources as measured through surveys.
 - Conduct trend analysis completed annually.
-

Recommendation 3

Enhance Student Education and Prevention Outreach

Rationale

Students benefit from repeated prevention messaging throughout their academic experience rather than a one-time orientation intervention.

Action Steps

- Expand prevention programming beyond orientation.
- Implement awareness campaigns during high-risk periods.
- Increase use of peer education strategies.
- Integrate prevention messaging into student leadership programs.

Responsible Offices

- Health Promotion Programs/ Health Services
- Health and Wellbeing Initiative
- Residence Life
- Student Organizations

Timeline

Action	Completion Date
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Campaign calendar developed	Fall 2027
Peer educator expansion	Spring 2028
High-risk event outreach plan implemented	Spring 2028
Full implementation	2027-2028 academic year

Assessment Measures

- Number of prevention programs offered annually.
- Attendance and participation rates.
- Student satisfaction surveys.
- Increased knowledge scores following educational interventions.

Recommendation 4

Increase Employee Awareness of Substance Abuse Resources

Rationale

Review findings commonly indicate that employee awareness of available prevention and assistance resources is lower than student awareness.

Action Steps

- Continue to incorporate DAAPP information into employee onboarding.
- Continue promoting Employee Assistance Program services annually.
- Provide supervisor training regarding referral resources.
- Include substance misuse prevention content during employee wellness initiatives.

Responsible Offices

- Human Resources
- Employee Assistance Program
- Risk Management

Timeline

Action	Completion Date
Onboarding revisions completed	Fall 2026
Supervisor training developed	Spring 2027
Wellness campaign implemented	Spring 2027

Annual refresher communications	Ongoing
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Assessment Measures

- Employee awareness survey results.
- EAP utilization trends.
- Number of supervisors trained.
- Increased employee engagement with wellness resources.

Recommendation 5

Strengthen Consistency of Sanction Enforcement

Rationale

Federal regulations require institutions to ensure disciplinary sanctions are consistently enforced for students and employees.

Action Steps

- Conduct annual reviews of student conduct sanctioning practices.
- Review employee disciplinary procedures related to drug and alcohol violations.
- Develop sanctioning guidelines and decision matrices where appropriate.
- Establish annual cross-departmental case reviews.

Responsible Offices

- Dean of Students
- Student Accountability and Growth Education Center
- Human Resources
- Office of General Counsel

Timeline

Action	Completion Date
Sanction review process established	Spring 2027
Conduct staff training completed	Spring 2027
First consistency review conducted	Summer 2027
Annual review cycle instituted	Ongoing

Assessment Measures

- Annual sanction consistency review completed.
- Documentation demonstrates similar sanctions for similar violations.
- Reduction in sanctioning disparities.
- Compliance findings reported to senior leadership.

Recommendation 6

Establish a Permanent DFSCA Compliance Committee

Rationale

A standing committee can ensure continuous compliance rather than a biennial review process occurring only every two years.

Action Steps

- Formalize cross-functional DFSCA committee membership.
- Schedule quarterly meetings.
- Review annual distribution, assessment data, Clery trends, and prevention efforts.
- Monitor implementation of biennial review recommendations.

Responsible Offices

- Dean of Students
- Compliance
- Student Life
- Student Accountability and Growth Education Center
- Human Resources
- Counseling and Psychological Services
- Student Health Services
- Athletics
- University Police
- TWU Housing/Residence Life

Timeline

Action	Completion Date
Committee charter approved	Fall 2026
Membership appointed	Fall 2026
Quarterly meetings begin	Fall 2026
Annual compliance report produced	Summer 2027

Assessment Measures

- Quarterly meetings held.
 - Annual compliance reports completed.
 - Improvement actions completed on schedule.
 - Successful biennial review completion with documented evidence.
-

Success Indicators for the 2026-2028 Biennium

By the next DFSCA review cycle, Texas Woman's University should be able to demonstrate:

- Annual DAAPP notification compliance documented for all students and employees.
- A structured assessment process measuring prevention program effectiveness.
- Increased student and employee awareness of prevention and support resources.
- Consistent enforcement of alcohol and drug-related disciplinary sanctions.
- Improved coordination among Student Life, Human Resources, Counseling Services, University Police, and Institutional Research.
- A sustainable compliance framework that supports ongoing DFSCA requirements.

DFSCA Review Team Members

Heather Snow; Dean of Students

Dr. Shannon Taylor; Asst. Dean of Students

Richmond Reyes; Director of Compliance

Autumn Oehlschlager; Clery Compliance Officer & Accreditation Manager

Jennifer Niederhaus; Captain TWU Police Department

Tanisha Freeman; Director of Health & Wellbeing Initiative

Vivek Arunkumar; Associate Director University Housing & Dining

Ashton Middleton-Brown; Assistant Athletic Director for Compliance

Amy Allison; Associate Director for Student Health Services

Victoria Monteros; Associate Director for Student Life Dallas

Charlene Adams; Associate Director for Student Life Houston

Report to be distributed via University email and published to twu.edu/dean-of-students website on the first day of each long semester as follows:

8/24/2026

1/11/2027

8/23/2027

1/18/2028