

# The University of Texas at Dallas

## Alcohol & Drug Abuse Program for Employees

### Alcohol and Drug Program

UTD believes that employee alcohol and drug abuse can prevent the University from reaching its goals and mission of service to the citizens of Texas. As a result of this belief, and to comply with such workplace regulations as the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989, UTD provides this brochure to employees. Please join us in this proactive effort to improve the quality of life for our faculty and staff.

### 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 UTD Employee Assistance Program.

### University Guidelines

Each University employee is required to comply with federal, state and local drug laws. 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. Penalties for violation of local, state and federal laws include, but are not limited to fines, probation, and jail or prison sentences.

Employees are also required to comply with U T System and University regulations 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 these regulations will be subject to disciplinary action, up to and including termination. (See Administrative Policies and Procedures D11-180.0)

### UTD is committed to protecting the health and safety of its employees.

Because alcohol and drug abuse is a significant problem in the United States, the University is concerned about substance abuse on campus. The federal Substance Abuse and Mental Health Services Administration reports that approximately 12 million people in the United States have an alcohol problem and an estimated 14 million people use illegal drugs. Substance abuse not only disrupts the workplace but also endangers the lives of those on campus.

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## Employee Assistance Program

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. The University provides this confidential service to all benefit eligible faculty, staff, and their dependents free of cost. **Contact the EAP at 214-648-5330.**

## Community Resources

Alcoholics Anonymous	214-887-6699
Alanon-Alateen	214-363-0461
Dallas Council on Alcoholism & Drug Abuse	214-522-8600
Narcotics Anonymous	972-699-9306
National Alcohol and Drug Abuse Hotline	800-252-6465
UTD EAP	214-648-5330