

**Drug-Free Schools and Communities Act Biennial Review- 2024**  
*2022-2023 and 2023-2024 Academic Years (AY)*

## Introduction

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education such as New Mexico Tech (“University”) to certify it has adopted and implemented programs to prevent the abuse of alcohol and the use or distribution of illicit drugs both by students and employees both on its premises and as a part of any of its activities.

The University acknowledges its obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act, and authorizes an administrative review be conducted to determine if the University fulfills the requirements of these Federal regulations. The Division of Student Life, together with the Office of Human Resources, and University Police, are responsible for conducting the review and reporting on the findings.

The intention of this document is to summarize and evaluate the effectiveness of the programs and activities related to alcohol and drug prevention during the 2022-2023 (AY '23) and 2023-2024 (AY '24) academic years.

## DFSCA Biennial Review Committee Membership

- Dr. Peter Phaiah, Associate Vice President for Student Life and Title IX Coordinator
- Jennifer Chapman, Dean of Students
- Dr. Aly El Osery, Dean of Graduate Studies
- Koreen Kerfoot, Director of Residential Life
- Angela Gautier, Director of Counseling Services
- Elaine DeBrine Howell, Dean of Student Success Initiatives
- Theresa Kappel, Director of Student Access Services
- Melissa Begay, Director of Recreation and Well-being
- Jo Ann Salome, Director of Human Resources
- Jeremiah Benjey, NMT Asst. Police Chief
- Dr. Stewart Thompson, Faculty
- Mia Karmesin, SGA Chief Justice
- John Switzer, SGA
- Elizabeth Enos, SGA
- Deven Raman, Undergraduate Student
- Caleb Cook, Undergraduate Student

## Alcohol and Drug Awareness and Prevention (ADAP) Committee

During the Spring 2024 DFSCA Biennial Review, it was determined that Tech’s Alcohol Safety and Awareness Program (ASAP) Committee needed to be updated. The ASAP Committee was previously established under an old grant that established the ASAP office. That grant ended in 2019, resulting in the loss of the office functions and associated 1.0 FTE (coordinator) and .25 FTE (PI). Using the ASAP office and committee as a model, it was decided that we should establish the **Alcohol and Drug Awareness and Prevention (ADAP) Committee**. This committee was tasked with

picking up where ASAP left off with regards to programming and compliance. The committee evaluates the scale and effectiveness of the University's current alcohol and drug awareness initiatives. The committee conducts regular assessments, it identifies the program's strengths, weaknesses, and potential areas for enhancement, ensuring that the initiatives' reach is in line with the changing needs and established best practices for substance abuse prevention and support for students, faculty, and staff. Assessments and recommendations will be made to the Vice President of Student Life and the President's Cabinet regarding the scope and accountability. The following workgroups were established:

- **ADAP Scope Review Workgroup**- Reviews the ADAP Committee's overall scope for campus and the community. They also help to define the duties and responsibility/accountability of the various Workgroups below.
- **Biennial Review Workgroup**- conducts comprehensive evaluations every two years to assess the effectiveness and relevance of current initiatives addressing substance use within the university community. This group analyzes data, gathers feedback from stakeholders, identifies trends, and recommends adjustments to programs and policies, ensuring they align with evolving needs and best practices in substance prevention.
- **Compliance & Annual Notification Workgroup**- This team ensures compliance with legal regulations by managing the implementation of policies and annual notifications about alcohol and drug use at the university. They collaborate with pertinent departments to guarantee precise information distribution, oversee adherence to regulatory mandates, and revise policies as necessary to uphold a secure and encouraging atmosphere for students, faculty, and staff.
- **SLS Survey Workgroup**- is tasked with designing and conducting surveys to assess the attitudes, behaviors, and perceptions of students regarding alcohol and drug use. Through data collection and analysis, this group identifies trends, areas of concern, and potential intervention strategies to better tailor awareness programs and support services to meet the needs of the student population.
- **Drug and Alcohol Policy Workgroup**- is responsible for ensuring that all major institutional departments and Divisions are implementing, maintaining, and updating comprehensive policies that govern substance use within their area. This group collaborates with various stakeholders to ensure the policies are effectively communicated, implemented, and enforced, promoting a safe and supportive environment for students, faculty, and staff. They also regularly review and update these policies to address emerging challenges and promote the well-being of the university community.
- **Programming and Awareness Training Workgroup (Employees & Students)**- is responsible for designing and delivering educational programs aimed at promoting responsible alcohol and drug use among both employees and students. This group develops training materials, organizes awareness campaigns, and facilitates workshops to foster a culture of informed decision-making, risk reduction, and support for those affected by substance abuse issues within the educational institution. They leverage the Well-being Support email account to disseminate and promote regular awareness and prevent information to the campus community in conjunction with the Communication & Website Workgroup.
- **Communications & Website Workgroup**- oversees the dissemination of information and resources related to substance use through various communication channels, including the

program's website. This group manages content, updates, and user engagement strategies to ensure accessibility, accuracy, and relevance of materials, thereby promoting awareness, prevention, and support within the University community.

At the time of this report, these Workgroups were comprised of the following ADAP Committee Members and other support members as needed:

- ADAP Scope Review Workgroup
  - Stu Thompson
  - Peter Phaiah
  - Melissa Begay
- Biennial Review Workgroup
  - Peter Phaiah
  - Angela Gautier
  - Theresa Kappel
  - Melissa Begay
- Compliance & Annual Notification Workgroup
  - Jeremiah Benjey
  - Elaine DeBrine Howell
- SLS Survey Workgroup
  - Peter Phaiah
  - Deven Raman
  - Caleb Cook
- Drug and Alcohol Policy Workgroup
  - Jo Ann Salome
  - Stu Thompson
  - Jennifer Chapman
  - Aly El Osery
  - Gloria Gutierrez-Anaya
- Programming and Awareness Training Workgroup (Employees & Students)
  - Stu Thompson
  - Jennifer Chapman
  - Jo Ann Salome
  - Elizabeth “Ellie” Enos
- Communications & Website Workgroup
  - Peter Phaiah
  - Mia Karmesin
  - John Switzer
  - Caleb Cook

## Compliance with Drug-Free Schools and Communities Act

The University continues to remain in compliance with the requirements of the Drug-Free Schools and Communities Act and has adopted and implemented programs to prevent the abuse of alcohol and the use or distribution of illicit drugs by its students and employees as demonstrated by this biennial review. The University maintains written policies on alcohol and other drugs (AOD) and has developed a thorough method for distributing this policy to every student and employee.

The Department of Education requires that each institution of higher education distribute its policies, procedures, and resources to its campus community and have them available on their website for review by all constituents. The materials are annually distributed and contain the following information:

- Standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as a part of its 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.

These practices also align with the Drug-Free Workplace Act (DFWA) of 1988.

As a part of the biennial review, the following data, resources, and programs were examined:

- Complying with the Drug-Free Schools and Campuses Regulations (EDGAR Part 86), A Guide for University and Campus Regulations prepared by the Higher Education Center
- The 1998 Amendments to the Higher Education Act of 1965 (P.L. 105-244) and the Drug-Free Schools and Communities Act Amendments of 1989 (P.L. 101-226) and related commentary and general provisions
- Higher Education Opportunity Act – 2008. The Higher Education Opportunity Act (Public Law 110-315) (HEOA) enacted on August 14, 2008, reauthorizes the Higher Education Act of 1965, as amended (HEA)
- Higher Education Center for Alcohol and Other Drug Prevention
- Regulatory changes to the HEOA in Section 107, which require future reports of the number of drug and alcohol related violations and fatalities that have occurred on the institution's campus as a part of the institution's activities that are reported to campus officials
- The compliance checklist developed by the U.S. Department of Education's Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention
- State and Federal Drug and Alcoholic Beverage Laws

- New Mexico Tech *Drug and Alcohol Policy* documents were distributed to all faculty, staff and students
- New Mexico Tech 2022-2024 [Academic Catalogs](#)
- Policies and regulations in the New Mexico Tech [Guide to Conduct and Citizenship for Students](#) (Non-Academic Student Code of Conduct) *are located on the [Student Support Resources](#) website.*
- Policies and regulations in the [New Mexico Tech Employee Handbook](#)
- Policies and regulations in the [NMT Residential Life Community Standards](#)
- Human Resource employee actions for possible infractions of the drug and alcohol policy presented to faculty and staff [Employee Handbook](#) – p. 64
- Employee policies related to drug and alcohol use by University employees and the sanctions imposed for failure to comply
- Student policies related to drug and alcohol use by University students and the sanctions imposed for failure to comply
- All Research & Center Partner organizations were contacted to determine if their organization have additional drug and alcohol policies or if they follow the University's policies and comply accordingly.
- New Mexico Tech Administrative Policies and Procedures. The following policies and procedures include reference to alcohol and/or drugs:
  - NMT [Drug and Alcohol Policy](#)
  - NMT [Academic Catalogs](#)
  - NMT [Use of Space and Facilities](#)
  - NMT [Sexual Misconduct Policy](#)
  - NMT [Employee Handbook](#)
  - NMT [Residential Life Community Standards](#)
  - NMT [Smoking and Vaping Policy](#)
  - NMT [Guide to Conduct and Citizenship for Students](#) (Non-Academic Student Code of Conduct)
- Alcohol and drug prevention policies and procedures in the following University departments were reviewed for the biennial review:
  - Dean of Students
  - Counseling Center
  - Student Health Center
  - Recreation and Well-being Center
  - Housing & Residential Life
  - Human Resources
  - Auxiliary Services
  - Advancement
  - Office of the President
  - Title IX Office (Sexual Misconduct)

In compliance with the Drug-Free Schools and Communities Act, the University has implemented a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The program includes annual distribution of information as a notification to students and employees concerning the possession, use, or distribution of alcohol and illicit drugs at the University.

The federally mandated policy about alcohol and other drugs are distributed annually to each employee and student as follows:

The [New Mexico Tech Drug and Alcohol Policy](#) is distributed annually to all employees in September via campus-wide email. This notification is contains the following:

- standards of conduct,
- disciplinary sanctions for violations of the standards of conduct,
- possible legal sanctions and penalties,
- statements of the health risks associated with Alcohol and other Drugs (AOD) abuse, and
- the Tech's AOD programs available to students, staff, and faculty.

Also, this policy is in the Employee Handbook. Starting in May 2024, it will be provided to all new employees in their New Employee Orientation Packet.

The [New Mexico Tech Alcohol and Drug Policy](#) is distributed to new students as part of their New Student Awareness Training during Welcome Weekend. In September, as part of the annual ATOD Notification, all student receive an email containing the following:

- standards of conduct,
- disciplinary sanctions for violations of the standards of conduct,
- possible legal sanctions and penalties,
- statements of the health risks associated with Alcohol and other Drugs (AOD) abuse, and
- the Tech's AOD programs available to students, staff, and faculty.

In August 2022, the NMT Student Handbook was discontinued. All content and policies were moved to the electronic [Student Support Resources](#) on the NMT website. The [NMT Drug and Alcohol Policy](#) can be found under the Health & Safety section of the [Student Support Resources](#) website. Students will also see reference to our drug and alcohol policies in the [Residential Life Community Standards](#) (i.e. Residential Life and Housing policies) and the NMT [Guide to Conduct and Citizenship for Students](#)

## Philosophy

The University prohibits the unlawful use, manufacture, sale, distribution, dispensation, or possession of **illicit drugs and/or alcohol** and associated paraphernalia in the workplace, on the campus, or at any University activity. Penalties for violation of this policy are indicated below.

Consequently, the use of alcoholic beverages is prohibited on the campus or as part of any University activity unless for an approved sponsored activity where alcoholic beverages may be legally distributed. For certain University events or functions, alcohol may be served only to those persons of legal drinking age who, if so requested by the event sponsor to verify their age with a state-issued identification, passport or similar document. For more information, review NMT [Guide to Conduct and Citizenship for Students](#).

The University's policy on alcohol and drugs is implemented across the University community. Most commonly, it is articulated in the Academic Catalog, Student Support Resource website, the Drug and Alcohol Policy, Residential Life Community Standards, and Employee Handbook. The ADAP Committee provides overall coordination of the Drug-Free Schools and Communities Act Program and coordinates with other departments in the oversight of University policy, including:

For Student Disciplinary Actions:

Dean of Students Office 575-835-5548

Fidel Student Center Rm. 241

<https://www.nmt.edu/studentlife/dos/>

For Employee Disciplinary Actions:

Employee Supervisor Human Resources

575-835-6935

Brown Hall 118 <https://www.nmt.edu/hr/>

The University utilizes a four-part framework to address alcohol and other drug use by implementing the following strategies: policy, enforcement, education and intervention. An overview of each strategy is described below in this document.

## Policy

The unlawful use of drugs or alcohol is inconsistent with the behavior expected of members of the University community. The University is committed to the development and maintenance of a drug-free environment on the campus as well as an environment that prohibits the abuse of other drugs and alcohol. The University promotes awareness and prevention activities drug and alcohol abuse prevention program throughout each in operation, accessible to all members of the University community and is committed to the further expansion of that program and the dissemination of drug awareness information to the members of the University community. In addition, the University is committed to enforcing the provisions of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989 and believes that these acts and their regulation implementation provide the proper framework for the drug and alcohol abuse policies of the University.



### ***University Student Alcohol Use Policy:***

The University neither condones nor sanctions the use of alcohol. All individuals are expected to observe the applicable local, state, and federal laws. See NMT [Guide to Conduct and Citizenship for Students](#) (Section 10.3, p. 7) and [New Mexico Tech Alcohol and Drug Policy](#) for more details.

The following guidelines and rules shall apply to all student functions held on the University campus, or functions officially sanctioned by the University:

- No alcoholic beverages will be dispensed or served at University sanctioned student functions. Exceptions may occasionally be made, but only with the recommendation of the Dean of Students or Dean of Graduate Studies and the written approval of the President of the University.
- Students who are 21 years of age or older may only consume alcohol in designated student residences when permitted by Residential Life Community Standards, or in licensed facilities. New Mexico law specifically prohibits open containers in public, which includes all common areas on campus. Kegs (party kegs, pony kegs, party balls, etc.) are expressly prohibited.
- All students attending an activity where alcoholic beverages are served, consumed, or present must maintain on their person a clear means of picture identification as appropriate proof of age. Students and other individuals who alter their ID cards to falsify their age violates University regulations and are subject to its disciplinary proceedings and sanctions. Students or other individuals who alter government agency documents (driver's license, birth certificate, etc.) may also violate the laws of the state of New Mexico and subject to its proceedings and sanctions.
- Non-alcoholic beverages must be available during approved University functions at the same place as the alcoholic beverages and featured as prominently as the alcoholic beverages. Food must also be available in appropriate quantities. Snacks containing high amounts of salt should be avoided since this may cause individuals to consume more alcoholic beverages.
- A means of readily identifying students who have attained the legal drinking age must be provided by the sponsoring group(s) involved. Banding and/or hand stamps that are clearly visible and non-transferrable are preferred.
- The consumption of alcoholic beverages must not result in a disturbance to a social event or to the educational environment. Intoxication may result in disciplinary action as defined in University policy.

All students living in or visiting University residence halls and apartments are expected to be familiar with the Residential Life Community Standards. In situations where alcohol is present or may be available in University Housing, students and guests must be at least 21 years of age and they must understand and adhere to the Alcohol Policy within the Community Standards. Residential Life's alcohol policy can be viewed in its entirety online within the [Community Standards](#) link of the <http://residentiallife.nmt.edu/> webpage.

### ***University Student Drug Use Policy:***

The unlawful possession, use, sale, or distribution of illegal drugs, controlled substances, and associated paraphernalia is prohibited within the residence halls, on campus grounds, or at University sponsored events. See the NMT [Guide to Conduct and Citizenship for Students](#) (p.31), [NMT Alcohol and Drug Policy](#) and [Community Standards](#) for more details.

### ***Employee Policies:***

The University prohibits the possession, use, sale, manufacture, distribution, dispensation, purchase, or transfer of any controlled substance and associated paraphernalia by its employees on University premises, at University activities, or while conducting University business except as permitted at specific University events. See [Employee Handbook](#) p.60, section 31; p. 64, section 35; p. 91, section 50; and p.107, Appendix C for more details. Instructional staff are also governed by [Complaint Resolution Policy and Procedure for Complaints Directed at Instructional Staff \(Faculty, including Instructors\)](#). Please note that the Employee Handbook is being update during the summer and fall of 2024 so these sections may be reorganized the revised handbook. Teaching Assistants (TAs) are considered Instructional Staff and covered by this policy for employees.

Employees may not report to work under the influence of alcohol or an unauthorized controlled substance. Controlled substances include those drugs listed in the federal Controlled Substances Act.

### **Enforcement**

The University seeks to uphold University drug and alcohol-related policies, city ordinances, and state and federal laws. The Institution will enforce and impose sanctions against those students and/or employees who violate said policies and laws. Enforcement of the University's Drug and Alcohol polices is facilitated by NMT Police, Dean of Students, Housing & Residential Life and Human Resources. As part of the disciplinary process, the University may require that the student or employee complete a rehabilitation program.

### ***Student Sanctions:***

Any student found in violation of the NMT Drug and Alcohol Policy will be subject to disciplinary action. This action consists of penalties up to and including probation, suspension, and expulsion. The student may be referred for criminal prosecution and may be required to participate in a satisfactory manner in a drug and alcohol assistance or rehabilitation program.

\*Per NMT [Guide to Conduct and Citizenship for Students](#), ***student groups and registered student organizations*** are subject to the same behavioral expectations as individual students and as such, may be charged with violations of the Prohibited Conduct Section of the NMT [Guide to Conduct and Citizenship for Students](#). The same NMT [Guide to Conduct and Citizenship for Students](#) procedures afforded individual students are applicable to student groups and registered student organizations.

### ***Employee Sanctions:***

**Any employee** admitting to or convicted of the unlawful possession, use, or distribution of illicit drugs and/or alcohol on the campus or at University sponsored events off-campus, will be subject to disciplinary action in accordance with the [Employee Handbook](#), [Disciplinary Policy and Procedure for Complaints Directed at Instructional Staff \(Faculty, including Instructors\)](#), and [Regulations Governing Academic Freedom and Tenure](#). Teaching Assistants (TAs) are considered Instructional Staff and covered by this policy for employees.

Further, the employee may be referred for criminal prosecution and may be required to participate in a satisfactory manner in a drug and alcohol assistance or rehabilitation program. Referrals to rehabilitation programs will be as a result of joint consultation between the employee and the Office of Human Resources. Supervisors, who suspect that an employee may be in violation of this policy or may be under the influence while at work, must consult with the Executive Director of Human Resources and/or the University Police Department before any action is taken.

## Education, Awareness, and Prevention Activities

The New Mexico Tech Alcohol and Drug Awareness and Prevention (ADAP) Committee and Student Life's Health & Well-being Cluster conducted educational and prevention activities and events year round to address awareness about alcohol, underage drinking, and prescription drug misuse. Below are the activities and initiatives that were offered for both students and employees:

- **2022-2023 Awareness & Prevention Activities**
  - **Fall 2022**
    - **Tech's Division of Student Life established a Health & Well-being Cluster (HWBC)** comprised of the Counseling Center, Recreation & Well-being Center, Student Success Initiatives, Student Access Services, and Title IX Office. The scope of this Cluster is to focus on the health and well-being of our students, as well as share information and opportunities with our employees. The AVP for Student Life was charged with leading this Cluster. A website and email account were established so targeted information can be shared with the campus community for a new recognized campus source.
    - [CampusDrugPrevention.gov](https://www.campusdrugprevention.gov)- Starting in the Fall 2022 semester, several HWBC receives weekly updates this DEA (U.S. Department of Justice) website on related college research and activities, Strategic Planning Guide, Practitioner Toolbox, Drug Scheduling & Penalties, and Podcasts. Relevant and timely information is shared with Cluster members and the campus community.
    - **NMT Drug & Alcohol Policy Notification (10/23/2022)**, sent to all students and employees
  - **Spring 2023**
    - **Red Stripe Alcohol Awareness Poster Campaign (March 15<sup>th</sup>)**- Rethink Your Drinking: Be Responsible during Alcohol Awareness Month [www.NMT.edu/CDS/](http://www.NMT.edu/CDS/)
    - **National Drug and Alcohol Facts Week® 2023 (NDAFW)**-Monday, March 20, 2023 to Sunday, March 26, 2023, sponsored by The National Institute on Drug Abuse (NIDA) and the National Institute on Alcohol Abuse and Alcoholism. Email sent to campus us fact sheet.
    - Strategic Prevention Framework (SPF 5-Step Plan): New Guide for Prevention Professionals (Apr. 4<sup>th</sup>)- sent to ADAP Committee members.
    - **[These are the Signs That Someone Has Been Roofied](#)** (Apr. 9<sup>th</sup>), email to the student body
    - **National Prevention Week**-Sunday, May 7, 2023 to Saturday, May 13, 2023, on May 9<sup>th</sup> an email sent to the campus community from the Well-being Support account. General information, resources, and links sent, including information on National Fentanyl

- Awareness Day (see below).
  - [National Fentanyl Awareness Day](#)-Tuesday, May 9, 2023, email to campus and include information regarding National Prevention Week.
  - [The New Drug Crisis: Addressing Fentanyl on College Campuses](#) (May 25<sup>th</sup>), White Paper (Vector Solutions) sent to ADAP Committee members for awareness.
- **2023-2024 Awareness & Prevention Activities**
    - **Fall 2023**
      - **Opioid Overdose Treatment Program & Narcan Giveaway** (Aug. 22<sup>nd</sup>), This program was part of Tech's Weeks of Welcome (WoW) where students learned more about opioid overdoses and how products like Narcan can treat these types of overdoses to save lives. Free Narcan doses were provided to attendees. This program was offered in the Torres Hall Multipurpose Room for Residential Life. Resident Assistants were encouraged to attend and take extra doses of Narcan so to be prepared for any opioid overdoses in the residence halls.
      - **Free Narcan Doses** was made available in the NMT Health Center for students and the campus community.
      - **NMT Drug & Alcohol Policy Notification** (10/23/2023), sent to all students and employees
      - **NMT & SCCAP Partnership** (Sept. 20<sup>th</sup>), the NMT Counseling Center has partnered with the Socorro County Alternatives Program (SCCAP) in creating a substance abuse prevention program for both Tech and the community.
      - **National Collegiate Alcohol Awareness Week** (NCAAW, Oct. 22-29)
        - **College Drinking Fact Sheet** (English & Spanish Versions) published by the Substance Abuse and Mental Health Services Administration (SAMHSA)- email with hypertext
        - **Harmful and Underage College Drinking** email with hypertext on stats
        - October is: **Youth Substance Use Prevention Month** and **Substance Misuse Prevention Month**- Student were notified in an email and informed it was a good time to review the NMT Drug and Alcohol Policy. Three SAMHSA data visualizations highlighting key findings from their 2018 National Survey on Drug Use and Health
        - Opioid Remediation Collaborative (ORC)-In October Tech joined this Community Opioid Task Force (7 counties) to address the opioid crisis.
        - ORC Socorro Community Listening Session (Nov. 2) Tech hosted this listening session with other community leaders to share with the Socorro community members the funding opportunity from the pharmaceutical companies to help guide funding decisions to improve opioid prevention and treatment in NM.
      - **DEA National Prescription Drug Take Back Day** (Oct. 26), email sent to campus community to support DEA TakeBack.com by bringing old or unneeded prescriptions to the Socorro County Sheriff's Office on October 28<sup>th</sup>. Additional resources were provided.
      - **2023 Student Lifestyle Survey (SLS)**, December
    - **Spring 2024**
      - **Released the 2023 SLS Survey Executive Summary** (February 2023), emailed results to

student body and campus community. Offered to provide full results and drill down further and conduct cross-tabulation upon request.

- Meet with the Student Government Association (SGA) to review the data and discuss future awareness and prevention programming. Members of the Graduate Student Association (GSA) were also present at that meeting.
- SGA provide the names of three (3) undergraduates to serve on the ADAP Committee. Those members have attended meetings since.
- **National Drug and Alcohol Facts Week** (March 18-24), On Mar. 15<sup>th</sup>, an email was sent to the student body and copied to the rest of the campus community as a part of the institutions pre-Spring Break Prevention strategy. The email contained:
  - [Campus Drug Prevention: Drug Index](#) (Mar. 15<sup>th</sup>), the DEA's (U.S. Department of Justice [DOJ]) Updated one-stop reference page on their website that included a Drug Index and a Paraphernalia tab that students and communities need to know.
  - DEA's **Drugs of Abuse (DOA)** Resource Guide (2022 Edition)
- **11 Spring Break Safety Tips for College Students** (Mar. 15<sup>th</sup>), a pre-Spring Break email was sent to the student body that include this hypertext.
- **Whitehouse Challenge to Save Lives from Overdoses** (Mar. 15<sup>th</sup>), this was a new nationwide call to action. We share related links to:
  - [Real Deal on Fentanyl](#) ([La Realidad sobre el Fentanilo](#) –Spanish Version)
  - [Overdose Prevention and Response Toolkit](#)
  - Local resources for free Narcan, one of the several life-saving opioid overdose reversal medications was also shared in that email:
    - **NMT Health Center**, Fidel Student Center, (575-835-5094, x-5094 from an on-campus phone line)
    - **Socorro Public Health Office**, 214 Neel Ave. Socorro (575-835-4760)
    - **Socorro County Options, Prevention and Education (SCOPE) Health Council**, 411 N. California St. Socorro (575-322-2554)
- **Final Project AWARE Community Project Distribution** (Apr. 22<sup>nd</sup>), Several Tech employees are involved with the State of NM's Project AWARE (Advancing Wellness and Resiliency in Education). Some of their initiatives include reducing drug and alcohol use. The entire report was shared via email to campus employee so to bring greater awareness to them, their families, and the community.
- **DEA National Rx Take Back Event** (Apr. 23<sup>rd</sup>)- email sent to campus community to support DEA TakeBack.com by bringing old or unneeded prescriptions to the Socorro County Sheriff's Office on April 26th.
- Partnered with the Socorro County Options, Prevention, and Education (SCOPE) Health Council in joint efforts for these April 2024 efforts.
- **Opioid Prevention Poster** (April 18<sup>th</sup>), Student Workers were asked to create an opioid prevention poster that the County Opioid Task Force could distribute in the local 7-counties for their Junior High Schools and High Schools this spring. The intent is to also utilize the poster as a sample for a Poster Competition for those schools in the Fall 2024 term. (Posters: 11" wide X 17" high, 300 dpi, full color. PDF format. With SAMSHA guidelines for prevention materials)

## Assessments and Data

### Student Lifestyle Survey

The NMT Student Lifestyle (SLS) Survey had been initially conducted annually by Tech’s Alcohol Safety and Awareness Program (ASAP) office since 2014. New Mexico Tech’s ASAP office was originally funded by a New Mexico Office of Substance Abuse Prevention (OSAP) grant. That grant also consolidated efforts of several New Mexico’s colleges and universities led by the University of New Mexico. That 5–year grant ended in 2019 at which time NMT was unable to find funding to keep the full-time position and associated programs at full capacity.

In 2022, the Division of Student Life (DSL) restructured its offices. The Health and Well-being Cluster (HWBC) was created to help consolidate our resources to provide related support and programming. The HWBC is comprised of the Counseling Center, Student Access Services, Student Success and Initiatives, Recreation and Well-being Center, and Title IX Office.

One of the goals of the HWBC is to revitalize Tech’s ASAP activities, especially to reduce risky drinking and substance misuse and their related negative consequences among college students. The reimplementation of the SLS will allow us to re-establish our baseline data and make better data-driven decision for our future supports services, education and awareness prevention programs.

In fall 2023, NMT’s HWBC reunited with UNM, NMSU, and ENMU to plan for a November to December distribution of the SLS on these New Mexico campuses. With only minor changes, the current SLS is very similar to the survey instrument utilized by Tech from 2014 to 2019. Below are some of the results and findings of the NMT Fall 2023 SLS. The Student Lifestyle Survey (SLS) had been conducted on the NMT campus since 2013 in conjunction with a State of New Mexico grant co-sponsored by the University of New Mexico (UNM). This instrument was initially administered in classrooms identified by the Office of the Registrar as demographically representative of student body at large. After the grant ended 2019 and we lost the associate, the SLS was not continued. The loss of these positions and the advent of COVID-19, the institution’s drug and alcohol efforts were greatly impacted. In the fall of 2023, Tech connected with UNM to revitalize the of SLS assessments. The following data was taken from the 2023 SLS that was disseminated to all degree-seeking students (Undergraduate and graduate).

### **Fall 2023 Student Lifestyle (SLS) Survey**

<b>Participants’ Demographics:</b> (using un-weighted data)			
<b>College Classification</b>		<b>Race</b>	
Freshman	14.90%	Black	2.50%
Sophomore	13.70%	American Indian/Native Alaskan	3.10%
Junior	21.10%	Asian/Pacific Islander	9.30%
Senior	28.60%	White (Non-Hispanic)	85.10%
Graduate/Professional	19.3%	Hispanic	Ave. Age (Mean)
Not Seeking Degree	2.5%	37.30%	20.6

Gender at Birth		Primary Residence	
Male	44.70%	On campus housing	48.40%
Female	52.20%	Off campus housing	51.60%

## Alcohol Use

- **1.4** is the average number of drinks consumed per week for all students. However, students think typical students on their campus consume an average of **4.3** drinks each week.
- **42%** of Techies reported drinking **NO** alcohol in the past 30 days.
- **58%** of all students reported having had alcohol on one or more days in the past 30 days.
- **37%** of all students also reported not to have any alcohol in the past 12 months.
- **12%** of our students reported they were touched in a sexual way without their consent after the consumption of alcohol during the past 12 months.

## Binge Drinking

- **76%** of all students reported not having five or more drinks in a sitting over the past two weeks. However, **5%** reported to binge drinking 3-5 times, and another **1%** reported binge drinking 6-9 times in the past two weeks.

## Alcohol and Academic Consequences

- **88%** did not perform poorly on a test or important project due to alcohol.
- **83%** did not miss a class because of alcohol.
- **98%** of students have **NOT** been in trouble with police, RA, or other college authority due to alcohol.

## Student Protective Behaviors Associated with Drinking Alcohol (Usually or Always responses)

- **66%** of students stop drinking 1-2 hours before going home.
- **62%** alternate with non-alcoholic beverages.
- **88%** have a designated driver.
- **75%** keep track of the number of drinks they have.
- **72%** eat before and during the time they're drinking.
- **54%** hang out with people who drink less or more slowly.
- **86%** refuse to ride with a driver who has been drinking.
- **86%** watch a friend's drink while he/she is gone.
- **42%** decide ahead not to exceed a set number of drinks.
- **36%** avoid drinking games.
- **34%** limit the number of drinks per hour.

## Use of Designated Drivers

- **45%** reported having served as a sober designated driver on one or more occasions in the past 12 months.

### **Riding with Drivers Under the Influence of Alcohol**

- **89%** reported not riding in a car or other vehicle driven by someone who had been drinking alcohol.

### **Drinking and Driving**

- **85%** of students have not driven under the influence in the past 12 months.
- **73%** think that a DUI/DWI conviction would impact their career opportunities a great deal.
- **46.3%** of students did not know or were unsure that drunk driving was felony criminal offense.

### **Perception of Risk of Drinking and Driving**

- **49%** of students reported they were somewhat likely to very likely to be arrested for DWI if they were driving after having had too much to drink.

### **Social Norms About Drinking and Driving**

- **94%** of students reported they thought their closest friends would have **Strongly disapproved** or **Disapproved** if they drove a car while under the influence of alcohol.
- **54%** of students reported they thought their closest friends would have **Strongly disapproved** or **Disapproved** if they provided alcohol to someone under 21.

### **Tobacco and Other Drug Use**

- **82%** of students reported not using tobacco in the last 30 days.
- **81%** of students reported not using marijuana in the last 30 days.
- **73%** of students reported driving a vehicle while high or within 6 hours of using marijuana in the past 12 months.
- **99%** of students reported not using prescription drugs not prescribed to them in the last 30 days.



**During the past 30 days on how many days did you:**

Days	0 Days		1-2 Days		3-5 Days		6-9 Days		10-19 Days		20-29 Days		All 30 Days	
	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Tobacco / Nicotine	82.8	144	4.6	8	1.7	3	2.3	4	1.7	3	1.1	2	5.7	10
Alcohol	44.3	78	21.3	37	16.1	28	10.9	19	6.3	11	1.1	2	0.0	0
Marijuana	81.6	143	4.6	8	1.7	3	3.4	6	3.4	6	1.7	3	3.4	6
Cocaine	98.9	172	1.1	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Methamphetamine	100.0	174	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Non-Prescribed Prescription Drugs	99.4	173	0.6	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Sedatives	100.0	174	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Heroin	100.0	174	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Hallucinogens	96.0	167	2.9	5	1.1	2	0.0	0	0.0	0	0.0	0	0.0	0

**Notes:**

Tobacco / Nicotine: Smoke, E-Cig / Vape, Chew, Hookah

Alcohol: Beer, Wine, Liquor

Marijuana: Pot, Weed, Dabs, Oil Edibles

Cocaine: Crack, Powder, Freebase

Methamphetamine: Meth, Speed

Non-Prescribed (to you) Drugs

Sedatives: Downers

Heroin: Smack, Junk, Black Tar

Hallucinogens: Mushrooms, LSD, Ecstasy, MDMA

**• Positive Data Results**

- 36.5% of our students surveyed consumed alcohol in the last 12 months
- 81.6% indicated they have not smoked marijuana in the last 30-days
- 76.7% did not use tobacco in the past 12 month
- 88.1% reported they were never touched in a sexual way without their consent after the consumption of alcohol? However, 10 (9.2%) students said it happened once, and 3 (2.8%) said it happened twice.
- 99.1% reported they have never touched someone in a sexual way without their consent after the consumption of alcohol. One (1) student indicated it happened once.

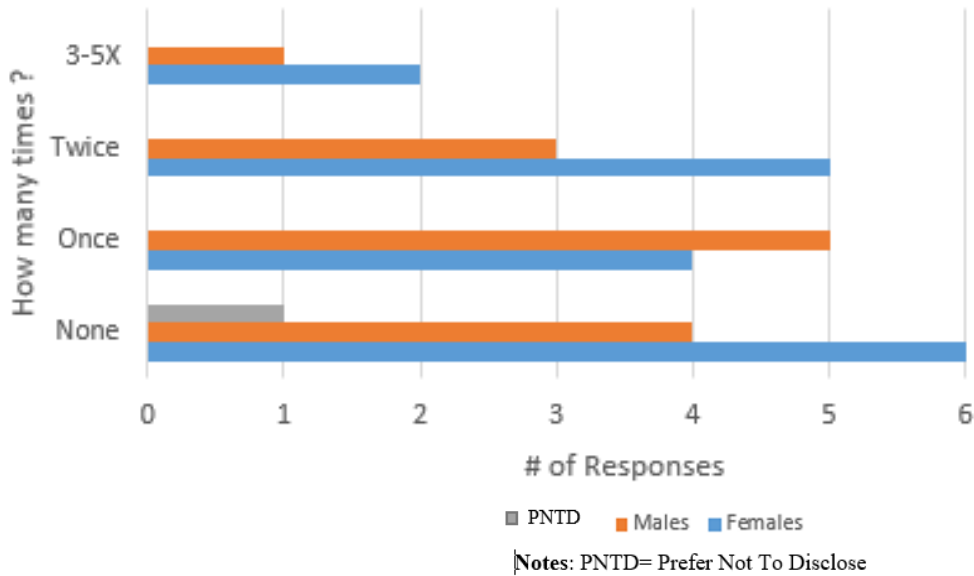
**• Concerning Negative Data**

- 47.8% of our students in the survey know the legal penalty for purchasing or providing alcohol to a minor was a felony (4<sup>th</sup> degree). 6.5% thought it was a misdemeanor and 45.7% indicated they did not know. The committee will be sure to emphasis this in future trainings to create some marketing on the 4th-degree felony of providing alcohol to a minor. This information will also be added to NMT New Student Awareness Training.
- 65.6% of our students indicated they have used alcohol and marijuana simultaneously (i.e. same session) at least once in the past 30 days.

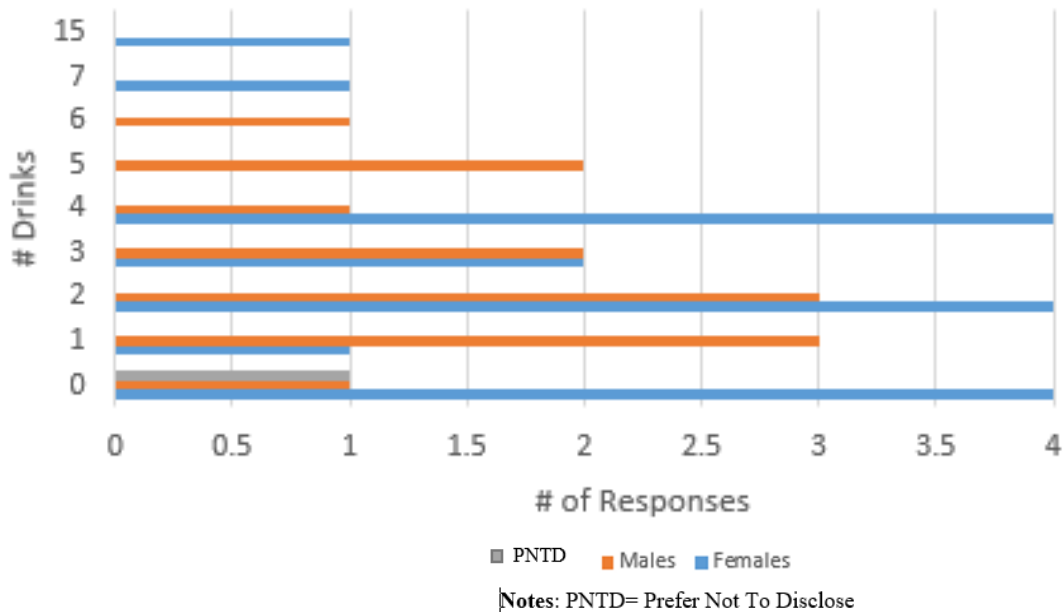
### Cross Tabulations by Gender

Think back over the past two weeks. How many times did you have 5 or more drinks (for assigned males at birth) or 4 or more drinks (for assigned females at birth) containing any kind of alcohol at a sitting?

#### Binge Drinking in Last Two Weeks



#### Ave. # of Drinks You Consume in a Week



## SLS Longitudinal Data

### During the past 30 days on how many days did you have (all students)

n=174 in 2023	2013	2014	2015	2016	2017	2018	2019	2023
	% of Students	% of Students	% of Students	% of Students	% of Students	% of Students	% of Students	% of Students
Tobacco (smoke, chew, hookah)	25	28.3	22.8	20.6	18.4	17.2	19.5	17.2
Alcohol (beer, wine, liquor)	64.1	61.1	56.8	50.5	48.3	50.9	48.9	55.7
Marijuana (pot, hash, weed)	18	18.2	19.3	19.5	18.4	18.9	19.7	18.4
Cocaine (crack, powder, freebase)	1.2	3.1	1.6	2.5	2.9	4.4	1.6	1.1
Methamphetamine (meth, speed, crank, ice)	0.9	0.8	0	0.4	1.6	0.7	0.9	0
Prescription drugs not prescribed to you	5	4.3	6.1	3.7	4.2	1.6	4.7	0.6
Sedatives (downers)	1.7	2.1	2	1.6	2.3	1.6	1.3	0
Heroin (smack, junk, black tar)	0.9	1.2	0	0	1	0	1.3	0
Designer drugs (MDMA, ecstasy)	1.5	1.2	2.3	2.7	2.3	0.7	3.3	-
Spice (synthetics marijuana/ cannabis)	1.7	0.4	3.1	0.6	1	0.7	1.3	-
Bath salts (synthetic stimulant/amphetamine)	1.5	0.4	0.3	0	1	0	1.3	-

Note: "-" indicate this question was not asked this year by the schools.

### To what extent does DUI/DWI conviction impact career opportunities

Type of consequences	Fall 2019	Fall 2020	Fall 2023
	% of Students	% of Students	% of Student
A great deal	74.3	88.05	72.6
Somewhat	21.3	9.7	32.1
Not very much	3.1	1.49	3.2
Not at all	1.2	0.74	1.1

### Consequences Associated with Alcohol Use

<b>Alcohol related consequences experienced one or more times in the past 12 months for all students who drank alcohol</b>			
Type of consequences	Fall 2019	Fall 2020	Fall 2023
	% of Students	% of Students	% of Student
Driven under the influence	8.8	1.5	14.7
performed poorly on test or important project	8.8	3.73	11.9
been in trouble with police, RA, or other college authority	1	2.98	1.8
Missed a class	13.1	8.2	17.4
been arrested fro DWI/DUI	0.7	0	0
have been taken advantage of sexually	7.4	5.22	11.9
have taken advantage of another sexually	2.1	0	0.9
got into an argument or fight	7.1	1.5	8.3
seriously thought about suicide (was not asked in 2023)	5.1	2.23	-
damaged property	3.4	0.75	3.7
been hurt or injured	6.2	2.98	6.4

<b>Alcohol related consequences experienced one or more times in the past 12 months for moderate drinkers (no binge episodes)</b>			
Type of consequences	Fall 2019	Fall 2020	Fall 2023
	% of Students	% of Students	% of Student
Driven under the influence	4	1.65	14.7
performed poorly on test or important project	6.5	0.81	11.9
been in trouble with police, RA, or other college authority	0	1.63	1.8
Missed a class	11.4	7.37	17.4
been arrested for DWI/DUI	0	0	0
have been taken advantage of sexually	9.6	4.09	11.9
have taken advantage of another sexually	0.9	0	0.9
got into an argument or fight	5.8	1.65	8.3
seriously thought about suicide	3.7	0.81	-
damaged property	3.1	0	3.7
been hurt or injured	4.9	2.45	6.4

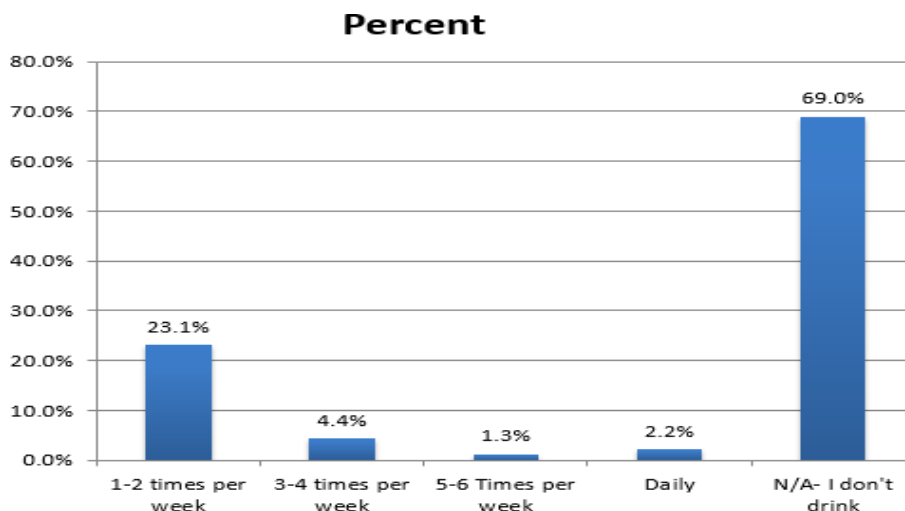
Alcohol related consequences experienced two or more times in the past 12 months for all students who drank - frequent binge drinkers (two or more times)			
Type of consequences	Fall 2019	Fall 2020	Fall 2023
	% of Students	% of Students	% of Student
Driven under the influence	50.4	0	11
performed poorly on test or important project	41.1	33.33	5.5
been in trouble with police, RA, or other college authority	2.8	16.66	0
Missed a class	60.7	16.66	11
been arrested for DWI/DUI	2.8	0	0
have been taken advantage of sexually	25.3	16.66	2.8
have taken advantage of another sexually	16.8	0	0
got into an argument or fight	27.1	0	3.7
seriously thought about suicide	31.8	16.66	-
damaged property	12.1	8.33	0
been hurt or injured	31.8	8.33	3.6

See: NMT Student Lifestyle Survey Results- Fall 2023 All Results

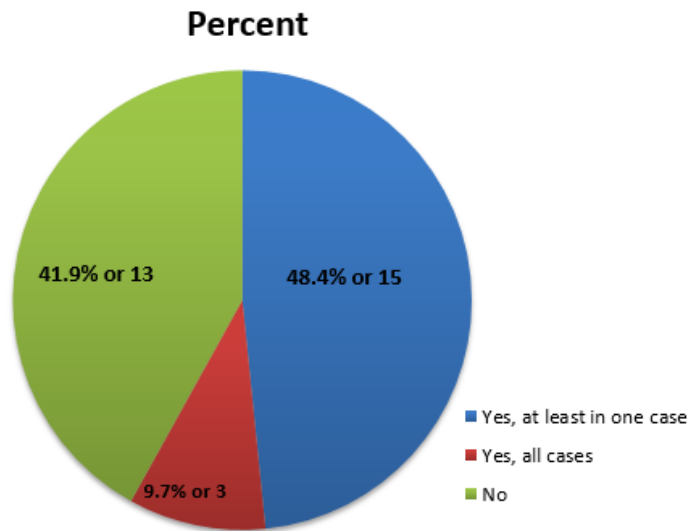
### NMT Student Campus Climate Survey on Sexual Misconduct and Sex-based Discrimination (Spring 2024)

Every other year, the NMT Title IX Office administers a Campus Climate Survey on Sexual Misconduct and Sex-based Discrimination for students and a similar instrument for employees. In Spring 2024, the student survey included the following three (3) questions related to alcohol and/or drugs. Below are the results of those related questions.

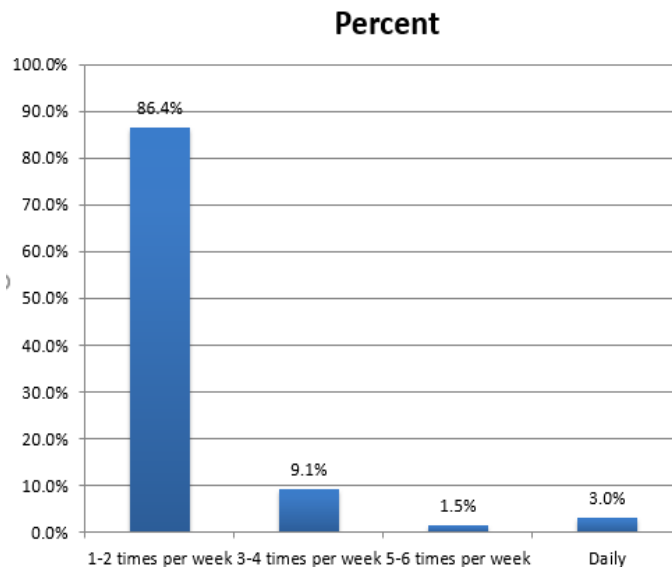
- In the past Academic Year (2023-2024) at Tech, on average, how often did you usually have any kind of drink containing alcohol? By a drink we mean half an ounce of alcohol which would be a 12 ounce can or glass of beer or cooler, a 5-ounce glass of wine, or a drink containing 1 shot of liquor (n=229)?



- In the past Academic Year at Tech, on average, how often did you have 5 or more (males) or 4 or more (females) drinks containing any kind of alcohol within a 2-hour period?



- In any of the cases you reported above, had the person who had sexually assaulted you or had unwanted sexual contact with you been drinking alcohol or using drugs?



A copy of the complete break-down of the survey data can be obtained by contacting Tech’s Title IX Coordinator at [titleixcoordinator@nmt.edu](mailto:titleixcoordinator@nmt.edu) or at 575-835-5953. An Executive Summary will also be archive on the [NMT Title IX Office](#) website.

### Student Code of Conduct Violations

As part of our annual report and in our collaboration with NMT PD and Title IX, the Dean of Students Office works to ensure that our statistics are reported as accurately as possible.

The statistics are for all of our cases involving drugs and/or alcohol for the 2022-2023 and 2023-2024 academic years. These numbers incorporated below and have been obtained from the are reflected in the [2024 Annual Security and Fire Safety Report](#) on page 70 (see stats below).

New Mexico Tech Campus Crime Statistics						
Offense	Year	On-Campus Property	Residential Facilities	Non-Campus Property	Public Property	Unfounded Cases
ARRESTS	Liquor Law Violations	2023	0	0	0	0
		2022	2	0	0	0
		2021	0	0	0	0
	Drug Violations	2023	0	0	0	0
		2022	0	0	0	0
		2021	0	0	0	0
	Weapons Violations	2023	0	0	0	0
		2022	0	0	0	0
		2021	0	0	0	0
NON-ARREST CAMPUS REFERRALS	Liquor Law Violations	2023	0	0	0	0
		2022	0	0	0	0
		2021	7	6	0	0
	Drug Violations	2023	0	0	0	0
		2022	0	0	0	0
		2021	7	2	0	0
	Weapons Violations	2023	0	0	0	0
		2022	0	0	0	0
		2021	0	0	0	0

### NMT Police Department Annual Security Reports

The Jeanne Clery Campus Security Policy & Crime Statistics Disclosure Act requires colleges and universities receiving federal funding to prepare, publish and distribute campus safety and security policies and crime statistics by October 1 of each year. New Mexico Tech does this in the form of an Annual Security and Fire Safety Report. University community members are notified annually of when this report is made available, including how and where to access it.

For information on qualifying Clery Act crimes and geographical reporting boundaries, please see the University Annual Security and Fire Safety Report, or contact the NMT PD Clery Compliance Officer, Chief Scott Scarborough, at [scott.scarborough@nmt.edu](mailto:scott.scarborough@nmt.edu) or by calling 575-835-5791 or 575-835-5435.

All reports and statistics are accessible online at the following website, [2024 Annual Security and Fire Safety Report](https://www.nmt.edu/police/docs/NMT%20ASR%202024%20FINAL.pdf) or <https://www.nmt.edu/police/docs/NMT%20ASR%202024%20FINAL.pdf>

## Intervention and Support Services

### ***Employee Assistance Programs:***

The Human Resources Department has partnered with the Employee Assistance Program (EAP). EAP is a prepaid benefit provided to regular full-time, part-time and temporary full-time employees and their dependents. It provides a confidential and professional assessment of personal problems of employees and/or immediate family members. Some of the personal problems covered by the EAP are marital conflicts, family difficulties, alcohol or drug abuse, emotional and/or mental stress. You may visit the website at:

[www.corporatehealthresources.com](http://www.corporatehealthresources.com) or call (800)348-3232.

### ***Student Assistance Programs:***

Students are eligible to consult with the NMT Counseling Center (575-835-6619) and/or the NMT Health Center (575-835-5094 about drug and alcohol substance abuse issues and resources. Both are located together in a suite on the 1<sup>st</sup> floor of Fidel Student Center.

### ***12 Step Programs:***

There are no 12 step programs on campus but there are several Alcoholics Anonymous (AA) groups in the Socorro area. These sessions are also offered online. The following webpage provides information about current groups: <https://nm-aa.org/meetings/>.

Also, there are Narcotics Anonymous (NA) groups in the Socorro area. Information about groups is provided at: <https://www.na.org/meetingsearch/>.

## Resources

Learn more about [Counseling Center](https://www.nmt.edu/cds/index.php) at <https://www.nmt.edu/cds/index.php>. Request an appointment by calling 575-835-6619.

Learn more about the [Student Health Center](https://www.nmt.edu/studenthealth/index.php) at <https://www.nmt.edu/studenthealth/index.php>. Request an appointment by calling 575-835-5094.

## Evaluation of Plan Program Strengths

The University provides clear and comprehensive guidelines for students, faculty and staff regarding its alcohol and other drug policies.

The University maintains records of student and staff violations and sanctioning processes that are consistently implemented.

The University provides AOD prevention to its students. The University acknowledges the distinctions between campus and online/distant learning populations.



The University employs staff with appropriate training and credentials to address issues of alcohol and other drug use/abuse by students and staff and/or contracts with third party vendors to provide support services.

The University maintains and/or contracts with third party vendors to maintain online web resources for students and staff related to drug and alcohol use, misuse and abuse.

The University includes AOD prevention in its freshman orientation activities and events.

The University completed the compliance checklist developed by the Department's Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention

Tech's Clery numbers of alcohol and drug violations on campus and in the residence halls/apartments during the 2022-2023 and 2023-2024 Academic years have been very low. These low numbers are also reflected in the SLS Survey. When speaking to our housing staff, they too recognize that Tech is not a party school and the vast major of our students do not use or misuse alcohol drugs. We must continue to use social norming and provide support for those who are misusing/abusing.

### **Program Weaknesses**

To assist in strengthening the AOD program, efforts will be made to integrate more campus communities and entities into prevention efforts. Considerations for the link between alcohol misuse and sexual assault will be made in the planning for future events as well as links between mental health and substance misuse. Effort to increase involvement between prevention groups, students, student groups and clubs, and NMT faculty and staff at AOD awareness events will be made. As a science and technology school, competition is high and students face high levels of pressure to succeed. Prevention efforts should include education on coping mechanisms for stress and student run initiatives to raise awareness on AOD misuse to create a community of support and decrease stigma.

Policy efforts will include increasing support for staff experiencing issues with substance use disorders and alcohol dependence disorder.

During the review for this Biennial Report, it was determined that the possession of drug paraphernalia is not permitted was only included in the [Community Standards](#) (p.21). It was not found in the NMT [Guide to Conduct and Citizenship for Students](#), [NMT Alcohol and Drug Policy](#), and [Employee Handbook](#).

### **Program Recommendations**

The University will effectively establish future goals for prevention efforts through review of environmental surveys. The University will continue utilizing social media toward AOD prevention efforts as this platform can be leveraged to reach both traditional and online students.

Administering SLS survey again each year will strengthen the available of this longitudinal data about our students' alcohol and drug use. As Residence Life policies are evaluated, alcohol and drug policies should be addressed. Add details to the university's AOD policy that specifically addresses the enforcement of the policy for student organizations.

Also, the institution should add the possession of drug paraphernalia is not permitted on campus or at University activities. This should be incorporated in the NMT [Guide to Conduct and Citizenship for Students](#), [NMT Alcohol and Drug Policy](#) and [Employee Handbook](#). The sample language would be, "The University prohibits using, possessing, distributing, transferring, or selling any drug paraphernalia on University premises, at University activities, and while conducting University business. "

- The Health and Well-being Cluster assigned the Director of the Recreation & Well-being Center to lead the Biennial Alcohol & Other Drug efforts in the future.
- The Offices of Student Success and Student Access Services (SAS) can do a poster for campus each month during the semester addressing one or more of the areas that are agreed that should be addressed.
- Social Activities- the Recreation and Well-being Center are already working on a slideshow presentation to show at our first sport club meeting in August. They will hang posters of alcohol and drug awareness stats in the gym as well.
- Create marketing on the 4th-degree felony of providing alcohol to a minor
- All marketing that is created should be incorporate social norming as well as positive and fact-based programming. There should not be any scare tactics used.

## Summary

The University organized a cross departmental workgroup for the purpose of engaging in a biennial review of compliance with the Drug-Free Schools and Communities Act, and conducted a review in order to summarize and evaluate the effectiveness of the University's programs and activities related to alcohol and drug prevention during the 2022-2023 and 2023-2024 Academic Years.

The University continues to remain in compliance with the requirements of the Drug-Free Schools and Communities Act and has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs by its students and employees. This is demonstrated the University's comprehensive approach to addressing alcohol and other drug issues in its community. The University remains committed to creating a safe and healthy environment for its students.

*This report is available online on the [Division of Student Affairs](#) website under Drug Free Schools and Colleges.*

## Resources and DRSCA Publications:

- [Complying With the Drug-Free Schools and Campuses Regulations \[EDGAR Part 86\]: A Guide for University and College Administrators](#)
- [1998 Amendments to the Higher Education Act of 1965 \(P.L. 105-244\)](#)
- [Drug-Free Schools and Communities Act Amendments of 1989 \(P.L. 101-226\)](#)
- [Higher Education Center for Alcohol and Other Drug Prevention](#)
- [Family Educational Rights and Privacy Act \(FERPA\)](#)
- [The Higher Education Opportunity Act of 2008](#)

## Appendix A

### NMT Conference Services Alcohol Policy

#### General

This document outlines the alcohol policy defined by the New Mexico Tech handbook and the New Mexico State Personnel Board as it pertains to all employees.

#### Conferences Services Policy

Due to the importance of the New Mexico Tech liquor license the following policy will apply to New Mexico Tech's Macey Center in addition to the attached New Mexico Tech Employee Handbook and the New Mexico State Personnel Board Policy.

#### New Mexico Tech Conference Services Governmental Liquor License

- Alcohol will ONLY be served at official Conference Services events, when requested by the point of contact (POC) of the group.
- There are five locations that Conferences Services Governmental license oversees – Macey Center, Fidel Center, Raul & Shari Deju University House, Bureau of Geology and the NMT Athletic Beer Garden.

#### Employees:

- *No employee of Macey Center will be allowed to consume alcohol on the premises at any time while they are in an official work capacity.*
- Employees under the age of 21 will not be allowed in the "cave" or liquor storage area.
- Employees who are 21 and over who DO NOT possess a valid server's certificate will not be allowed in the "cave" or liquor storage area.
- Employees will not assist the bartender or touch empty liquor containers unless they have a valid server's certificate on file with the Macey Center Director.
- Employees under the age of 21 will not be allowed behind the bar.

#### Keys to liquor storage areas:

- Keys to liquor storage areas will ONLY be issued to full time staff members of Macey Center. Bartenders will be allowed to request liquor storage keys in order to prepare for the bar service, however, storage areas will remain locked and keys will be returned immediately to full time staff member or manager on duty after set-up has transpired.

#### Bartenders:

- New Mexico Alcohol and Gaming Server’s guidelines must be observed and enforced when serving alcohol. Should there be any issue that needs additional attention, the Macey Director or Macey Assistant Director should be notified for a decision. The situation will either be addressed with the host/client, or the bar will be closed.
- Managers on Duty have the right to close the bar at anytime if they feel that the facility or the staff is being compromised. If the decision is made to close the bar, the manager on duty must advise the event host that such action will take place.
- Bartenders are not allowed to serve alcohol to the food service personnel or to Macey Center employees on duty.
- All partial containers will be emptied at the end of the event or re-corked and stored for future use.

**Security Personnel**

- Security will be required at privately hosted events such as wedding receptions and graduation parties. Security can be defined as campus security/police or a Macey Center staff member that’s sole function is to provide security including but not limited to checking identification, ensuring that containers are kept within designated areas, and removal of containers or people if necessary.
- Security will be allowed to remove partial or empty containers in order to prevent individuals from trying to take containers away from service areas as well as for the purpose of ensuring proper disposal
- Security officers will not be required to possess a valid server’s certificate and will have the authority to remove an alcoholic beverage from any patron of any event.

**Consequences for policy violation:**

- ***If an employee violates the first bullet point of this policy listed under “Employees”***  
**1<sup>st</sup> offense** -he or she will be suspended without pay for three days followed with a written letter of reprimand.  
**2<sup>nd</sup> offense**-he or she will be terminated from their position at Macey Center
- If an employee violates any other conditions of this policy he or she will be counseled about their actions including certain impacts and given a written reprimand. If an employee receives more than three letters of reprimand they will be terminated from their position at Macey Center

**New Mexico Tech Employee Handbook (p. 60)**

**DISCIPLINARY ACTION:**

Although discipline is progressive in nature, some employee behavior is serious enough to warrant immediate and severe discipline. Employees may be suspended immediately with pay, pending consideration of discharge, for the following:

- **Reporting to work under the influence of, using or distributing in any way alcohol or any other controlled chemical substances on New Mexico Tech property.**
- **Willful disobedience, insubordination or failure to carry out reasonable orders or directives from appropriate management personnel.**

**New Mexico State Personnel Board Policy**

**TITLE 1                    GENERAL GOVERNMENT ADMINISTRATION**  
**CHAPTER 7                STATE PERSONNEL ADMINISTRATION**  
**PART 8                     DRUG AND ALCOHOL ABUSE**

**1.7.8.7 DEFINITIONS:**

- a. “ALCOHOL” means all consumable non-prescription substances which containing alcohol, specifically including, without limitation, spirits, wine, malt beverages and intoxicating liquors.
- e. “DRUG” means marijuana, cocaine, opiates, phencyclidine (PCP), and amphetamines; a metabolite of those drugs; or any non-prescription substance containing those drugs.

- h. "NON-PERSCRIPTION" refers to all substances other than a substance which has been prescribed for the particular candidate, or employee who has ingested or otherwise used the substance by a doctor or other health professional licensed with authority to prescribe such substances by the State of New Mexico or other governmental entity of the United States.
- i. "ON DUTY" means any time during an employee's regular workday or other period during which the employee is required to work by the employer, including authorized lunch and other breaks, and anytime while operating or riding in a state vehicle.

1.7.8.19 REHABILITATION AND SANCTIONS:

F. Possession of Drugs and Alcohol:

1) Employees who illegally sell, purchase, or transfer drugs or any substance in Schedules I and II of the Controlled Substances Act NMSA 1978, Sections 30-31-1 to 30-31-41 (repl. Pamp.1994), while on duty shall be subject to disciplinary action including dismissal and reported to local law enforcement agency

2) Employees who, while on duty, possess drugs or any substances in Schedules I and II of the Controlled Substances Act NMSA 1978, Sections 30-31-1 to 30-31-41 (repl. Pamp.1994), without a valid prescription or as otherwise authorized by law shall be subject to disciplinary action including dismissal and reported to the local law enforcement agency.

3) Employees who consume alcohol while on duty shall be subject to disciplinary action including dismissal.

**Acknowledgement**

With my signature below, I acknowledge that I received a copy of Macey Center's Alcohol Policy. I understand that it is my responsibility to read this information. If I do not understand this information, it is my responsibility to contact the Director of Macey Center at 835-6545 to obtain assistance.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_