Annual Notification to Employees

All Texas A&M University-San Antonio (A&M-SA) employees need to be aware of Federal and State laws, System policies and regulations, and A&M-SA rules and procedures that affect them in the workplace. Please contact your Human Resources department for additional information regarding the subjects below.

REPORTING FRAUD, WASTE, AND ABUSE – EVERYONE’S RESPONSIBILITY

The Texas A&M University System (TAMUS) has established a System-wide Risk, Fraud, and Misconduct Hotline. The Hotline is a telephone and web-based reporting system that provides a way to anonymously report instances of suspected fraud, waste, and abuse. Every person, regardless of position, shares in the responsibility for promoting an ethical and safe environment. If you have factual information suggestive of fraudulent, wasteful, or abusive activities involving any TAMUS member, employee, student, or other affiliate, we want you to report it. Examples of reportable issues include fraud, theft, misuse of TAMUS resources or information, violations of safety rules or environmental laws, conflicts of interest, or discrimination.

Reports may be made directly through the Risk, Fraud and Misconduct Hotline via telephone at (888) 501-3850, directly to System Internal Audit at (979) 458-7100, or online at https://secure.ethicspoint.com/domain/media/en/gui/19681/index.html You can also report issues involving fraud, waste, and abuse to the Texas State Auditor’s Office at (800) 892-8348 or https://sao.fraud.texas.gov/ReportFraud/.

CIVIL RIGHTS COMPLIANCE PROGRAM

No individual on the basis of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, or gender identity shall be excluded from participation in, denied the benefits of, or be subjected to discrimination under any University program or activity. All employees are responsible for ensuring their work and educational environments are free from illegal discrimination, sexual harassment, and/or related retaliation. All concerns or complaints regarding any type of illegal discrimination based on a protected status, including sex, should be brought to the attention of the A&M-SA Compliance Officer, John LoCurto, J.D. or Title IX Coordinator, Jan Parten, One University Way, Modular 109, San Antonio, TX 78224, (210) 784-2003 and/or the Office of Civil Rights (Dallas Office), U.S. Department of Education, 1999 Bryan Street, Suite 1620, Dallas, TX 75201-6810, (214) 661-9600. Reports can also be made anonymously through https://secure.ethicspoint.com/domain/media/en/gui/25201/index.html

CRIME INFORMATION & STATISTICS

A&M-SA is committed to assisting all members of the University community in providing for their own safety and security. The Annual Security and Fire Safety Report is available from the University Police Department (UPD) website at http://www.tamus.edu/upd/cleryinfo/index.html. If you would like to receive the combined Annual Security and Fire Safety Report that contains this information, visit UPD at One University Way, Sen. Frank L. Madla Building, Room 120, San Antonio, Texas 78224. Or you can request that a copy be mailed to you by calling UPD at (210) 724-1900.

The UPD website and report contain information regarding campus security and personal safety, including topics such as crime, prevention, fire safety, University law enforcement authority, crime reporting, policies, disciplinary procedures, and other matters of importance related to security and safety on campus. They also contain information about crime statistics for the three previous calendar years concerning reported crimes that occurred on campus, in certain off-campus building or property owned or controlled by A&M-SA and on public property within or immediately adjacent to and accessible from the campus. This information is required by law and provided by UPD.

OUTSIDE EMPLOYMENT

TAMUS policies and regulations allow both faculty and non-faculty employees to hold an outside job, engage in outside consulting work, and/or have an ownership interest or serve on the board of an entity. The outside employment activity must be approved in advance by the appropriate vice president and must not interfere with the assigned workload and responsibilities of the employee; employees must complete the A&M-SA “External Employment Application and Approval” Form, which can be found at http://assets.system.tamus.edu/files/policy/pdf/ExternalEmploymentForm.pdf. The activity must be reasonable in amount and conducted according to the standards of conduct prescribed by law. In addition, the activity must avoid unfair competition with private enterprises, must not conflict with the interests of the State of Texas, and must not be represented as having the endorsement or sponsorship of the TAMUS. A&M-SA prohibits the use of University resources for external employment. For additional information, please see the following policies:
System Regulation 31.05.02, External Employment [http://policies.tamus.edu/31-05-02.pdf]

A&M-SA Rule 31.05.01.01, click to view Faculty Consulting, External Professional Employment, and Conflicts of Interest

System Regulation 33.04.01, Use of University Resources for External Employment, [http://policies.tamus.edu/33-04-01.pdf]

COMPENSATORY TIME
All State agencies are required to notify their employees of the State's policy on compensatory time. Please see this information from the Department of Labor about compensatory time (or “comp time”). A&M-SA’s compensatory time policy for exempt employees requires approval from the University President upon receipt of a request for comp time and explanation of why extraordinary circumstances warrant approval of the request. All comp time, regardless of whether the employee is exempt or nonexempt, must be authorized in advanced. For additional information, see the following policies:

System Regulation 31.01.09, Overtime [http://policies.tamus.edu/31-01-09.pdf]

A&M-SA Rule 31.01.09.01.01, Overtime, click to view

UPDATING EMPLOYEE DISABILITY STATUS
A&M-SA remains committed to providing a workplace free from discrimination and one that is inclusive and welcoming. In accordance with Federal law, employees must provide documentation to identify as an individual with a disability, if applicable. Self-identification is voluntary, will be kept confidential, and will not be used against you in any way. To self-identify, you can complete the Voluntary Self-Identification of Disability Form and submit it to the Offices of Human Resources, or please logon to Workday, select Personal Data in your profile and ‘Change Self Identification of a Disability’.

UPDATING EMPLOYEE EMERGENCY CONTACT INFORMATION
Your department will use emergency contact information to inform your family or designee if you are injured or involved in an emergency while working. To keep this information current, all employees are urged to update their contact information each year. To access and update your personal data in Workday log into SSO, then select Workday, go to your Personal Information and select ‘Personal Data,’ then select Emergency Contacts to review your information, then select ‘Edit’ to update your emergency contact information.

HIV/AIDS AND THE WORKPLACE BROCHURE
The Human Immunodeficiency Virus Service Act, Chapter 85, Texas Health and Safety Code, specifies that workplace guidelines be established to ensure that the rights and privileges of individuals infected with the Human Immunodeficiency Virus (HIV) are protected. A brochure offered by The Texas Department of State Health Services can be reviewed online. Please review System Regulation 34.04.03, HIV/AIDS in the Workplace and Learning Environment at [http://policies.tamus.edu/34-04-03.pdf]. For additional information, visit the Texas Department of State Health Services (DSHS) at [http://dshs.texas.gov/hivstd/info/hivworkplace.shtml].

DRUG AND ALCOHOL ABUSE PREVENTION AND REHABILITATION PROGRAM
Texas A&M University-San Antonio is committed to protecting the safety, health, and wellbeing of its students, employees, and all people who come into contact with its property and facilities. Recognizing that alcohol and substance abuse poses a direct and substantial threat to this goal, A&M-SA is committed to providing an alcohol and illegal substance free working environment for all of its employees; educating employees and students about alcohol and drug issues; deterring the irresponsible use of alcoholic beverages; and prohibiting the unlawful manufacture, use, possession, or distribution of controlled substances. In accordance with the Drug-Free Schools and Communities Act Amendments of 1989, A&M-SA has established an alcohol and drug awareness and prevention program for its employees and students. The program provides information regarding the dangers and health risks of alcohol and drug abuse; available alcohol and drug counseling, rehabilitation and employee assistance programs; and the sanctions that may be imposed on students and employees for alcohol and drug violations. The policies, rules, and procedures are also designed to comply with applicable laws and regulations. Please review the following:

System Policy 34.02, Drug and Alcohol Abuse [http://policies.tamus.edu/34-02.pdf]

System Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs [http://policies.tamus.edu/34-02-01.pdf]

A&M-SA Rule 34.02.01.01, Substance Abuse Prevention.
REQUIRED NOTICE TO EMPLOYEES REGARDING THE PREVENTION OF ALCOHOL ABUSE AND ILICIT DRUG USE AT A&M-SA LOCATIONS

In order to comply with the Drug-Free Schools and Communities Act of 1994 (20 U.S.C 7101 et seq.), required information as outlined in Section 3.2 of System Regulation 34.02.01, Drug and Alcohol and Rehabilitation Programs is distributed annually to all employees and students. A&M-SA is committed to the elimination of alcohol abuse and illicit drug use. Alcohol abuse and illicit drug use disrupt the environment of personal growth all institutions of higher education seek to develop. The higher education community desires to prevent the negative consequences that alcohol abuse and illicit drug use can have on the learning environment. This summary provides standards of conduct, legal sanctions, disciplinary sanctions, and health risks associated with alcohol and other drug abuse.

Standards of Conduct: A&M-SA strictly prohibits the unlawful manufacture, distribution, possession, dispensation, or use of illicit drugs or alcohol on University property, and/or while on official duty and/or as part of any University activities. All employees are expected to abide by State and Federal laws pertaining to controlled substances, illicit drugs, and the use of alcohol. Failure to comply may result in additional sanctions from the University, including termination, leave with or without pay, as well as written and oral reprimands.

Legal Sanctions: Unlawful possession or distribution of illicit drugs or alcohol will be reported to the appropriate law enforcement agency and will be subject to prosecution in accordance with the law. Legal sanctions for a violation of local, State, and/or federal law may include, but not be limited to fines, probation, jail, or prison sentences.

### Penalties Under Texas Law

<table>
<thead>
<tr>
<th>Offense</th>
<th>Minimum Punishment</th>
<th>Maximum Punishment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacture or delivery of controlled substances (drugs)</td>
<td>Confinement in jail for a term of not more than 2 years, or less than 180 days, and a fine not to exceed $10,000</td>
<td>Confinement in TDCJ for life or for a term of no more than 99 years nor less than 15 years, and a fine not to exceed $250,000</td>
</tr>
<tr>
<td>Possession of controlled substance (drugs)</td>
<td>Confinement in jail for a term of not more than 180 days, and a fine not to exceed $2,000</td>
<td>Confinement in TDCJ for life or for a term of no more than 99 years nor less than 15 years, and a fine not to exceed $250,000</td>
</tr>
<tr>
<td>Delivery of marijuana</td>
<td>Confinement in jail for a term of not more than 180 days, a fine not to exceed $2,000 or both</td>
<td>Confinement in TDCJ for life or for a term of no more than 99 years nor less than 10 years, and a fine not to exceed $100,000</td>
</tr>
<tr>
<td>Possession of marijuana</td>
<td>Confinement in jail for a term of not more than 180 days, a fine not to exceed $2,000 or both</td>
<td>Confinement in TDCJ for life or for a term of no more than 99 years nor less than 5 years, and a fine not to exceed $50,000</td>
</tr>
<tr>
<td>Driving while intoxicated (includes intoxication from alcohol, drugs or both)</td>
<td>Confinement in jail for a term of not more than 180 days or less than 72 hours, and a fine not more than $2,000</td>
<td>Imprisonment for a term of not more than 10 years nor less than 2 years, and a fine not to exceed $10,000</td>
</tr>
<tr>
<td>Public intoxication</td>
<td>A fine not to exceed $500</td>
<td>Varies with age and number of offenses</td>
</tr>
<tr>
<td>Purchase of alcohol by a minor</td>
<td>A fine not to exceed $500</td>
<td>Varies with age and number of offenses</td>
</tr>
<tr>
<td>Consumption or possession of alcohol by a minor</td>
<td>A fine not to exceed $500</td>
<td>Varies with number of offenses</td>
</tr>
<tr>
<td>Purchase of alcohol for or furnishing of alcohol to a minor</td>
<td>A fine not to exceed $4,000 or confinement in jail for a term not to exceed one year, or both</td>
<td>A fine not to exceed $4,000 or confinement in jail for a term not to exceed one year, or both</td>
</tr>
</tbody>
</table>
**Offense of Purchase of Alcohol by a Minor Defined**

Texas Alcoholic Beverage Code § 106.02, § 106.071, § 106.115 provide that the offense of the purchase of alcohol by a minor (a person under 21 years of age) is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and when the person has been previously convicted twice for an alcohol related offense by a minor, the punishment is a fine of not less than $250 or more than $2,000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver’s License or permit for 30 to 180 days and attendance at an alcohol awareness program.

**Offense of Manufacture or Delivery of Controlled Substances**

These offenses are set out in the Texas Health and Safety Code § 481.112, § 481.1121, § 481.113, and § 481.114, which vary the offense and punishment based upon two factors: the type of drug (which schedule it is listed under) and the quantity of the drug involved in the offense. Texas Health and Safety Code § 481.032 contains long lists of drugs that are in schedules 1, 1-A, 2, 3, 4, and 5. Additional controlled substances are added to these schedules each year. Current controlled substances schedules are available from the Texas Department of State Health Services.

Texas Health and Safety Code § 481.112 deals with manufacture and delivery of controlled substances in Penalty Group 1 drug offenses: less than 28 grams is a State jail felony; more than 28 grams and less than 200 grams is a 2nd degree felony; more than 200 grams and less than 400 grams is a 1st degree felony; more than 400 grams is life imprisonment or a term of 10 to 99 years and up to a $100,000 fine; more than 400 grams is life imprisonment or a term of 15 to 99 years and up to a $250,000 fine.

Texas Health and Safety Code § 481.1121 deals with manufacture and delivery of controlled substances in Penalty Group 1-A drug offenses: number of abuse units less than 20 is State jail felony; number of abuse units more than 20 and less than 80 is a 2nd degree felony; number of abuse units more than 80 and less than 4000 is a 1st degree felony; more than 4000 units is life imprisonment or a term of 15 to 99 years and up to a $250,000 fine.

Texas Health and Safety Code § 481.113 deals with manufacture and delivery of controlled substances in Penalty Group 2 drug offenses: less than 1 gram is a State jail felony; more than 1 gram and less than 4 grams is a 2nd degree felony; more than 4 grams and less than 400 grams is a 1st degree felony; more than 400 grams is life imprisonment or a term of 10 to 99 years and up to a $100,000 fine.

Texas Health and Safety Code § 481.114 deals with manufacture and delivery of controlled substances in Penalty Group 3 and 4 drug offenses: less than 1 gram is a State jail felony; more than 1 gram and less than 200 grams is a 2nd degree felony; more than 200 grams and less than 400 grams is a 1st degree felony; more than 400 grams is life imprisonment or a term of 10 to 99 years and up to a $100,000 fine.

Texas Health and Safety Code § 481.115 deals with possession of controlled substances in Penalty Group 1 drug offenses: less than 1 gram is a State jail felony; more than 1 gram and less than 4 grams is a 3rd degree felony; more than 4 grams and less than 200 grams is a 2nd degree felony; more than 200 grams and less than 400 grams is a 1st degree felony; more than 400 grams is a life imprisonment or a term of 10 to 99 years and up to a $100,000 fine.

Texas Health and Safety Code § 481.1151 deals with possession of controlled substances in Penalty Group 1-A drug offenses: number of abuse units less than 20 is a State jail felony; number of abuse units more than 20 and less than 80 is a 3rd degree felony; number of abuse units more than 80 and less than 4,000 is a 2nd degree felony; more than 4,000 units and less than 8,000 units is a 1st degree felony; and more than 8,000 units is life imprisonment or a term of 15 to 99 years and up to a $250,000 fine.

Texas Health and Safety Code § 481.116 deals with possession of controlled substances in Penalty Group 2 drug offenses: less than 1 gram is a State jail felony; more than 1 gram and less than 4 grams is a 3rd degree felony; more than 4 grams and less than 400 grams is a 2nd degree felony; and more than 400 grams is a life imprisonment or a term of 5 to 99 years and up to a $50,000 fine.

Texas Health and Safety Code § 481.117 deals with possession of controlled substances in Penalty Group 3 drug offenses: less
than 28 grams is a Class A misdemeanor; more than 28 grams is a 3rd degree felony; more than 200 grams and less than 400
grams is a 2nd degree felony; and more than 400 grams is life imprisonment or a term of 5 to 99 years and up to a $50,000 fine.

Texas Health and Safety Code § 481.118 deals with possession of controlled substances in Penalty Group 4 drug offenses: less
than 28 grams is a Class B misdemeanor; more than 28 grams and less than 200 grams is a 3rd degree felony; more than 200
grams and less than 400 grams is a 2nd degree felony; more than 400 grams is punishable by imprisonment for life or
for a term of not more than 99 years or less than five years, and a fine not to exceed $50,000.

Offense of Possession of Alcohol in Motor Vehicle
Texas Penalt Code § 49.031 provides that the penalty for the offense of possession of an open container of an alcoholic beverage
in the passenger area of a motor vehicle that is located on a public highway is a Class C misdemeanor.

Offense of Delivery of Marijuana
Texas Health and Safety Code § 481.120 deals with delivery of marijuana offenses: less than one-fourth ounce is a Class B
misdemeanor if delivery is without remuneration; less than one-fourth ounce is a class A misdemeanor if delivery is for
remuneration; more than one-fourth ounce and less than 5 pounds is a State jail felony; more than 5 pounds and less than 50
pounds is a 2nd degree felony; more than 50 pounds and less than 2,000 pounds is a 1st degree felony; and more than 2,000
pounds is life imprisonment or a term of 10 to 99 years and a fine not to exceed $100,000.

Offense of Possession of Marijuana
Texas Health and Safety Code § 481.121 deals with possession of marijuana offenses: less than 2 ounces is a Class B
misdemeanor; more than 2 ounces and less than 4 ounces is a Class A misdemeanor; more than 4 ounces and less than 5 pounds
is a State jail felony; more than 5 pounds and less than 50 pounds is a 3rd degree felony; more than 50 pounds and less than
2,000 pounds is a 2nd degree felony; and more than 2,000 pounds is life imprisonment or a term of 5 to 99 years and a fine not to
exceed $50,000.

Offense of Delivery of Controlled Substance or Marijuana to Minor
Texas Health and Safety Code § 481.122 deals with the offense of the delivery of a controlled substance or marijuana to a child
(younger than 18 years of age) and is a 2nd degree felony which is punishable by imprisonment for a term of not more than 20
years or less than 2 years and a fine not to exceed $10,000.

Offense of Driving While Intoxicated (Drugs or Alcohol)
Texas Penal Code § 49.04 and § 49.09 provide that the offense of driving while intoxicated is punishable as a Class B
misdemeanor with a minimum term of confinement of 72 hours unless the driver had an open container of alcohol in his
possession in which case the offense is a Class B misdemeanor with a minimum term of confinement of 6 days in jail. One prior
conviction enhances the punishment to a Class A misdemeanor with a minimum term of confinement of 30 days; two prior
convictions enhances the punishment to a 3rd degree felony. Texas Penal Code § 49.045, Driving While Intoxicated with Child
Passenger, provides that if a person operates a motor vehicle in a public place while intoxicated and the vehicle is occupied by a
passenger who is under 15 years of age, the person commits an offense that is punishable as a State jail felony. Texas Penal Code
§ 49.07, Intoxication Assault, provides that if a person, by mistake or accident, causes serious bodily injury to another while
operating a motor vehicle in a public place while intoxicated, the offense is punishable as a 3rd degree felony. Texas Penal Code §
49.08, Intoxication Manslaughter, provides that if a person operating a motor vehicle in a public place is intoxicated and by
reason of the intoxication causes the death of another by accident or mistake, the offense is punishable as a 2nd degree felony.

Offense of Public Intoxication
Texas Penal Code § 49.02 provides that the offense of public intoxication in which a person appears in a public place while
intoxicated to the degree that the person may endanger himself or another person is punishable as a Class C misdemeanor,
unless the person is younger than 21 years old, in which case Sections 106.071 and 106.115, Texas Alcoholic Beverage Code
apply and provide for a Class C misdemeanor punishment and attendance at an alcohol awareness program, and if the offender
has been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than $250 or
more than $2000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of
8 to 40 hours; suspension of Texas Driver’s License or permit for 30 to 180 days and attendance at an alcohol awareness
program.

Offense of Consumption of Alcohol by Minor
Texas Alcoholic Beverage Code § 106.04, § 106.071, § 106.115 provide that the offense of consumption of alcohol by a minor is
punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where the person has been
previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than $250 or more than
$2000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver’s License or permit for 30 to 180 days and attendance at an alcohol awareness program.

**Federal Penalties**
The federal penalties quoted in these charts are based upon language contained in the applicable federal statutes creating criminal offenses regarding controlled substances and are subject to change at any time. However, there are additional factors in the federal sentencing system, including various enhancement provisions for prior offenses. Additional penalties may be imposed when a controlled substance is distributed or possessed with an intent to distribute within 1,000 feet of a public university. See United States Code Title 21 Section 860.
<table>
<thead>
<tr>
<th>Substance</th>
<th>First Offense:</th>
<th>Second Offense:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marijuana 1,000 kilograms or more marijuana plants</td>
<td>Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than $10 million if an individual, $50 million if other than an individual.</td>
<td>Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75 million if other than an individual.</td>
</tr>
<tr>
<td>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</td>
<td>Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than $5 million if an individual, $25 million if other than an individual.</td>
<td>Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $8 million if an individual, $50 million if other than an individual.</td>
</tr>
<tr>
<td>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</td>
<td>Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine $1 million if an individual, $5 million if other than an individual.</td>
<td>Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.</td>
</tr>
<tr>
<td>Hashish More than 10 kilograms</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish Oil More than 1 kilogram</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 to 49 marijuana plants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish 10 kilograms or less</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish Oil 1 kilogram or less</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
REPORTING TO SUPERVISOR ANY ARREST, CRIMINAL CHARGE, OR CONVICTION
A&M-SA employees must report to their supervisor, within 24 hours or at the earliest possibility thereafter, any criminal arrests, criminal charges, or criminal convictions, excluding misdemeanor traffic offenses punishable only by fine. Failure to make the report required by this section shall constitute grounds for disciplinary action, including dismissal. See System Regulation 33.99.14, Criminal History Record Information—Employees and Applicants at http://policies.tamus.edu/33-99-14.pdf.

HEALTH RISKS RELATED TO ALCOHOL USE
Alcohol, more than any illegal drug, was found to be closely associated with violent crimes, including murder, rape, assault, and spousal abuse. By not drinking too much, you can reduce the risk of these short-and long term health risks. Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge...
drinking and include the following:
- Injuries, such as motor vehicle crashes, falls, drownings, and burns;
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels;
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV; and
- Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant women.

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:
- High blood pressure, heart disease, stroke, liver disease and digestive problems;
- Cancer of the breast, mouth, throat, esophagus, liver, and colon;
- Learning and memory problems, including dementia and poor school performance;
- Mental health problems, including depression and anxiety;
- Social problems, including lost productivity, family problems, and unemployment; and
- Alcohol dependence or alcoholism.

See the Centers for Disease Control and Prevention’s Fact Sheets: [http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm](http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm).

**HEALTH RISKS RELATED TO ILLICIT DRUG USE**
Although initial drug use might be voluntary, drugs of abuse have been shown to alter gene expression and brain circuitry, which in turn affect human behavior. Once addiction develops, these brain changes interfere with an individual’s ability to make voluntary decisions, leading to compulsive drug craving, seeking, and use. Additionally, the impact of addiction can be far-reaching. Cardiovascular disease, stroke, cancer, HIV/AIDS, hepatitis, and lung disease can all be affected by drug abuse. Some of these effects occur when drugs are used at high doses or after prolonged use, however, some may occur after just one use. See the National Institute on Drug Abuse’s Medical Consequences of Drug Abuse available at [www.drugabuse.gov/related-topics/medical-consequences-drug-abuse](http://www.drugabuse.gov/related-topics/medical-consequences-drug-abuse).

Synthetic Cannabinoids, also known as “Synthetic Marijuana” or “fake weed,” refer to a growing number of man-made mind altering chemicals that are either sprayed on dried, shredded plant material so they can be smoked or sold as liquids to be vaporized and inhaled in e-cigarettes and other devices. Synthetic Cannabinoids are often marketed as safe, legal alternatives to marijuana, however, they may affect the brain much more powerfully than marijuana; their actual effects can be unpredictable and, in some cases, severe or life-threatening. See the U.S. Department of Justice Drug Enforcement Administration publication Drugs of Abuse (2017 Edition) at [https://www.dea.gov/pr/multimedia/library/publications/drup-of_abuse.pdf](https://www.dea.gov/pr/multimedia/library/publications/drup-of_abuse.pdf).

**ON-CAMPUS RESOURCES AND INFORMATION**
Employee Assistance Program (Deer Oaks EAP Services) | (888) 993-7650 | eap@deerocks.com | [https://www.deerocks.com](https://www.deerocks.com)
A&M-SA Student Counseling and Wellness Services | (210) 784-1331 | StuCounseling@tamusa.edu
[http://www.tamus.edu/studentengagementsuccess/studentcounseling/index.html](http://www.tamus.edu/studentengagementsuccess/studentcounseling/index.html)
A&M-SA University Police Department | (210) 784-1900 | [www.tamus.edu/upd](http://www.tamus.edu/upd/
A&M-SA Human Resources | (210) 784-2051 | [www.tamus.edu/humanresources](http://www.tamus.edu/humanresources/)

**OFF-CAMPUS RESOURCES, PROGRAMS AND INFORMATION**
Residential Treatment
San Antonio Recovery Center | (210) 432-3700 | Hotline ~ (800) 316-9241
Soba Texas | (210) 439-6342
LifeTime Recovery | (210) 734-6362, ext. 8102
Alpha Home (Women) | (210) 735-3822
La Hacienda Treatment Center (Hunt, TX) | (800) 749-6160
Origins Recovery Center (South Padre) | (888) 843-8935

Intensive Outpatient
Creekside Counseling | (210) 280-0262
Right Step-Alamo City Treatment Services | (844) 768-0412
Rise Recovery-Palmer Drug Abuse Program (free) Youth/Adult | (210) 227-2634

Detox
Center for Healthcare Services | (210) 246-1300
The Nix Specialty Health Care | (210) 579-3800
Methodist Transplant (Alcohol and benzodiazepine only) | (210) 575-8110