

2024 Drug and Alcohol Abuse Prevention Program (DAAPP) Notice – for Employees

(for TEXAS A&M UNIVERSITY employees at QATAR)

Prevention of Alcohol Abuse & Illicit Drug Use at Texas A&M University

1. Standards of Conduct

The use, sale, distribution, possession of alcohol, or any drug, including prescription medication used in an unauthorized manner is strictly prohibited and may result in disciplinary action up to, and including termination.

Each employee has access to the TAMUS Policy and TAMU Rule Libraries. All employees should familiarize themselves with the TAMUS policy and regulation, and TAMU rules and SAPs regarding drugs and alcohol as all employees will be held to standards including but not limited to: TAMUS Policy 34.02 *Drug and Alcohol Abuse*; TAMUS Regulation 34.02.01 *Drug and Alcohol Abuse Rehabilitation Programs*; TAMU Rule 34.02.01.M1 *Substance Abuse Prevention*, and TAMU Rule 34.02.01.M2: *Substance Abuse Prevention for DOT- Regulated Employees*.

In accordance with TAMUS regulation 34.02.01 *Drug and Alcohol Abuse and Rehabilitation Programs*, if a supervisor reasonably suspects that use of a controlled substance or alcohol has resulted in absenteeism, tardiness or impairment of work performance or is the cause of workplace accidents, the supervisor must immediately notify the appropriate department head or designated administrator. The department head or designated administrator should reach out to drugtesting@tamu.edu for further advisement on reasonable suspicion. Upon direction from the department head or designated administrator, the supervisor or designated administrator will discuss with the employee the suspected alcohol or drug-related problem(s). The employee will be advised of available alcohol and drug counseling, rehabilitation or employee assistance programs, and the terms of any applicable disciplinary sanctions. The employee may be required to participate in an assistance program and be subject to discipline (up to and including termination of employment) if the employee rejects participation in the program.

Rule 34.02.01.M1, *Substance Abuse Prevention* restricts alcohol use, the illegal use, sale and possession of drugs and misuse of drugs including over-the counter and prescription drugs.

Employees are prohibited from the manufacturing, possession, controlling, selling, transmitting, using, being under the influence or being a party to any illicit drug or controlled substance use on university premises or at any of its activities, including but not limited to university sponsored on or off campus activities and professional meetings attended by employees.

Rule 34.02.01.M2, *Substance Abuse Prevention for DOT-Regulated Employees* sets forth the requirements of the US Dept of Transportation drug and alcohol testing requirements for covered drivers and the consequences of violating a related university rule and/or failing a required drug/or alcohol test. TAMU prohibits the use of alcohol and/or drugs on the job or which impairs performance on the job to any extent.

2. University and Legal Sanctions

Employees that violate University rules and SAPs or other restrictions are subject to sanctions including but not limited to verbal or written warnings, suspension with or without pay, demotion, additional training, probation, or termination. If terminated, the employee can also be put on a do not hire list which will restrict them from being rehired at the University.

Local City Ordinances related to alcohol and other drugs.

Qatar Alcohol Penalties

The information herein is derived from Law No. (11) of 2004 the Penal Code. Excerpts of the Penal Code are based on an un-official English translation of the Arabic version of the law. Please refer to the officially published version of the law for updates and amendments.

Article 1 of the Penal Code provides that a Muslim convicted of the crime of consuming alcohol shall be punished in accordance with the Islamic Sharia law.

Article 270

Anyone convicted of drinking any alcoholic beverage in a public place or opening a store or a house to deal with alcoholics shall be imprisoned for no more than 6 months and pay a penalty of no more than QR 3,000 or shall be subject to one of these penalties. Anyone convicted of being drunk on a main street or who disturbs others due to intoxication shall be subject to the same penalty.

Article 271

Anyone who is convicted of giving alcohol to a person under the age of 16 or incites them to drink alcohol shall be imprisoned for no more than 3 years and pay a penalty of no more than QR 10,000 or shall be subject to one of these penalties.

Article 272

Anyone who is convicted of importing, exporting, making, extracting or producing alcohol or alcoholic beverages shall be imprisoned for no more than 3 years and pay a penalty of no more than QR 10,000.

Article 273

Anyone who is convicted of selling or buying, delivering or receiving, transporting or possessing alcohol or alcoholic beverages, or dealing with alcohol in any way for the purpose of trading or promotion shall be imprisoned for no more than 3 years and pay a penalty of no more than QR 10,000 or shall be subject to one of these penalties.

Qatar Narcotic Drug Penalties

The information herein is derived from Law No. (9) of 1987 on the Control and Regulation of Narcotic Drugs and Dangerous Psychotropic Substances (NDDPS) (the "Drug Law"). Excerpts of the Drug Law are based on an un-official English translation of the Arabic version of the law. Please refer to the officially published version of the law for updates and amendments.

The regulation of NDDPS means the dangerous substances and psychotropic agents listed in the attached Schedules 1 and 2.

Article 34

Anyone who commits the following actions shall be punished with imprisonment of up to 20 years and not less than 10 years together with a penalty of up to QR 300,000 and not less than QR 100,000.

1. imports, with the intention to traffic in, or exports NDDPS before obtaining the permission provided for in Article 3 of the Drug Law;
2. produces, extracts, separates or manufactures NDDPS with the intention of trafficking;
3. cultivates any one of the plants listed in Schedule 4 or exports or imports such plants; in any stage of their growth, including the seeds, with the intention of trafficking in, or traffics therein, in any form other than the situations authorized under the Drug Law.

Recidivists (previously convicted offenders) shall be punished with the death penalty or life imprisonment together with a fine of not more than QR 500,000 and not less than QR 300,000. In establishing recidivism, the court will take into account judgements issued in foreign courts carrying a conviction for a similar offense provided

for in this law. The same penalty shall be applied to an offender who is a public servant or servant entrusted with combating NDDPS or supervising their circulation or possession.

Article 35

Anyone who commits the following actions shall be punished with imprisonment of up to 15 years and not less than 7 years together with a fine of up to QR 200,000 and not less than QR 100,000.

1. possesses, acquires, purchases or sells NDDPS or one of the plants listed in Schedule 4, or who, delivers, receives, transports, administers, and exchanges the plants; or dispenses such substances in whatever capacity or intermediates in any such transaction, for commercial purposes, or traffics therein, in any form other than the situations authorized under the Drug Law;
2. provides, for consideration, NDDPS for illicit consumption, or facilitates the consumption in situations other than authorized under the Drug Law;
3. licensed to possess NDDPS to use for a specific purpose(s) and dispenses such substances for consideration, in any capacity, in any form whatsoever for purposes other than those specified;
4. manages, prepares or makes ready, for a consideration, a place for the illicit use of NDDPS.

If the offenses described in subparagraphs (b), (c) and (d) are committed without consideration, the penalty shall be imprisonment for a term of up to 7 years and not less than 3 years and a fine of not more than QR 100,000 and not less than QR 50,000.

The punishment for recidivists shall be imprisonment for a term of not more than 20 years and not less than 10 years with a fine of not more than QR 400,000 and not less than QR 200,000. In establishing recidivism, the court will take into account judgements issued in foreign courts carrying a conviction for a similar offense provided for in the Drug Law.

The same penalty shall be applied where the offender has taken part in the commission of an offense covered by Article 35 of the Drug Law involving a minor under the age of 18 years of age, or where the person to whom the NDDPS was supplied was a minor under the age of 18 years of age, or where the offender was a public official or servant responsible for controlling NDDPS, or supervising the circulation or possession thereof.

Article 37

Anyone who imports, possesses, acquires, purchases, receives, transports, produces, extracts, separates or manufactures NDDPS, or who cultivates, possesses or purchases one of the plants listed in Schedule 4, with the intention of illicit consumption or personal use, unless he is permitted to do so pursuant to the provisions of the Drug Law, shall be subject to imprisonment for a term of up to 5 years and not less than 2 years and a fine of not more than QR 100,000 and not less than QR 50,000, unless it can be established that he was authorized to do so in accordance with the provisions of the Drug Law.

In lieu of imposing the preceding sentence, the court may order the commitment of the person, whose addiction to NDDPS has been established, to one of the sanctions established for this purpose, until such time as the Committee responsible for examining the cases of persons committed to the sanatorium, and is appointed by the Minister of Public Health, submits a report on his condition to the court. The court will then decide if he can be discharged or will remain under further confinement at the sanatorium. The length of stay in the sanatorium cannot be less than 3 months nor more than one year. A person cannot be committed to a sanatorium if they have been committed to a sanatorium on 2 previous occasions or when less than 2 years have elapsed since the last treatment at the sanatorium.

3. Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol

Outlined below is a listing of drugs of abuse and their health risks taken from the U.S. Drug Enforcement Administration website. [A complete resource guide provided by the U.S. Department of Justice; Drug Enforcement Administration can be obtained by following this link.](#)

Alcohol

Alcohol (beer, wine, or liquor) has a high potential for physical and psychological dependence as well as resulting in increased tolerance. Possible effects include impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may include trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions. Females who drink alcohol during pregnancy may give birth to infants with Fetal Alcohol Syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics. Alcohol use is often related to acquaintance rape and failure to protect oneself from sexually transmitted diseases (STDs). Additionally, alcohol-related accidents are the number one cause of death in the 16 to 24 year-old age group.

Narcotics

Narcotics (including heroin, morphine, hydrocodone, oxycodone, codeine, and others) have a high potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible effects of using narcotics include euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Overdose may result in shallow breathing, clammy skin, convulsions, coma, and death. Withdrawal may include irritability, tremors, panic, nausea, chills, and sweating.

Other Depressants

Other depressants (including GHB or liquid ecstasy, valium, xanax, ambien, and barbituates) have a potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible side effects include slurred speech, disorientation, appearance of intoxication, and impaired memory. Overdose may result in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma and possible death. Withdrawal may include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants

Stimulants (including cocaine, methamphetamine, and methylphenidate) have a possible risk of physical dependence and high risk for psychological dependence. Tolerance can develop in all stimulants. The possible side effects include increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, and decreased appetite. Overdose may result in agitation, increased body temperature, hallucinations, convulsions, and possible death. Withdrawal may result in apathy, long periods of sleep, irritability, depression, and disorientation.

Hallucinogens

Hallucinogens (including MDMA, LSD, Phencyclidine, and others) are less likely to result in physical dependence, with the exception of phencyclidines and analogs, and vary in terms of psychological dependence, ranging from none to moderate (MDMA) to high (phencyclidine and analogs). Tolerance can develop. Possible effects include heightened senses, teeth grinding, and dehydration (MDMA and analogs) and hallucinations, altered perception of time and distance in other types of hallucinogens. Overdose may result in increased body temperature and cardiac arrest for MDMA and more intense episodes for LSD. Some hallucinogens may result in muscle aches and depression when in withdrawal (MDMA) or may result in drug seeking behavior.

Cannabis

Cannabis includes marijuana, tetrahydrocannabinol (THC), and hashish or hashish oil. All may result in moderate psychological dependence with THC resulting in physical dependence. Tolerance can develop in all forms. Possible effects include euphoria, relaxed inhibitions, increased appetite, and disorientation. Overdose may result in fatigue, paranoia, and possible psychosis. Withdrawal may occasionally result in insomnia, hyperactivity, and decreased appetite.

Anabolic Steroids

Anabolic Steroids (including testosterone and others) may result in psychological dependence. Less is known as to their potential for physical dependence and increased tolerance levels. Possible effects may include virilization, edema,

testicular atrophy, gynecomastia, acne, and aggressive behavior. Effects of overdose are unknown. Withdrawal may possibly include depression.

Inhalants

Inhalants (including amyl and butyl nitrite, nitrous oxide, and others) vary in their level of psychological dependence, with less known about their potential for physical dependence and tolerance. Possible effects may include flushing, hypotension, and headache, impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in methemoglobinemia, vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may result in agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

For additional health risks associated with alcohol and drug abuse:

- [Department of Justice, Drugs of Abuse](#)
- [National Institute of Alcohol Abuse, and Alcoholism, Alcohol’s Effect on the Body](#)
- [Center for Disease Control and Prevention, Fact Sheets- Alcohol Use and Your Health](#)
- [National Institute on Drug Abuse](#)

For direct assistance, contact the Human Resources at (979) 845-4141.

4. Employee Assistance Programs and Other Resources

Through the resources of local, national and University efforts, assistance is available for those individuals with alcohol and drug abuse problems. TAMU offers the following drug and alcohol abuse information, counseling, assistance, and services:

Programs

For Employees in Qatar:

Lyra wellbeing for all TAMUQ full-time benefits-eligible employees and their eligible dependents over the age of 17.

Contact Lyra wellbeing

Phone:

Qatar: 00.800.100.250	Bahrain: 800.810.48	Kuwait: +965.2221.2977
Egypt: 0150.169.2155	Oman: 800.77.179	Jordan: 0800.22193
Pakistan: 008.009.004.4081	KSA: 800.844.7840	Morocco: 0800 092 509
UAE: 8000.120.120	Other: +44.203.006.6217	

Email: youricasmena@icasworld.com to request a call back.

Application: <https://app.icas.health/>

Company Code: TAMUXICAS

For Employees in the U.S.:

TAMU offers an [Employee Assistance Program \(EAP\)](#) through Work/Life Solutions Programs, which offers counseling, work-life assistance, and crisis intervention services for a broad range of reasons including alcohol and drug abuse. The confidential services are available to employees as well as their household family members.

The EAP is a confidential counseling service provided to full-time employees their household family members for personal and work concerns which may be interfering with work performance and/or quality of life. The EAP serves

as an excellent resource for addressing difficult employee relations issues such as substance and alcohol abuse and workplace conflicts. Additionally, the EAP provides training opportunities for employees and supervisors.

The EAP is available 24 hours a day, 365 days a year, by contacting:

New EAP Users:

- Go to www.guidanceresources.com and click Register
- Enter "TAMUS" for the Organization Web ID
- Select your campus
- Set up your profile and submit

Or

GuidanceResources® by CompPsych

Open 24 hours every day

Active employees: 866.301.9623

Retired employees: 833.306.0105

Qatar employees: 00800.100.071

Online: guidanceresources.com

Organization Web ID: **TAMUS**

Health insurance coverage is available for treatment of alcohol and drug abuse. Employees should contact their individual health plan representative for information about insurance coverage.

Employees who voluntarily seek treatment or counseling for drug or alcohol related problems are accommodated as much as possible to allow them to address the problem. Employees are encouraged to use available resources such as EAP, sick leave, compensatory time, and vacation leave in order to participate in a drug rehabilitation program.

Full time employees on Workday are eligible to participate in the Living Well program, which encourages TAMU employees to engage in fitness activity. This program promotes a healthy lifestyle, away from the pressures or risks of drugs and alcohol. They offer many health behavioral resources on the Living Well website at livingwell.tamu.edu/wellness-resources.

Qatar Resources:

- Alcoholics Anonymous/Al-Anon: +974 3355 0803 (male enquirers); +974 5559 7512 (female enquirers) <https://www.aqatar.org/>
- ACA (Adult Children of Alcoholics) +974 5505 9124 <https://www.aqatar.org/>
- Narcotics Anonymous in Qatar: +974 3391 7099 naqtrarea@gmail.com <https://naqatar.net/na-meetings/>

National Resources in the US:

- National Alcohol and Drug Abuse Help Line 1.800.821.4357
- SAMHSA (Substance Abuse and Mental Health Services Administration) 1.800.662.4357 or TTY: 800.487.4889
- Alcohol Abuse 24 Hour Hotline 1.800.950.7226
- [Department of Drug Enforcement: Drug Fact Sheets](#)

5. Disciplinary Sanctions

The TAMU policy prohibiting the unlawful possession, use, distribution, or manufacture of illicit drugs and/or alcohol on the campus and at university-sponsored events protects and supports the employees and students of TAMU.

Sanctions under Law

All TAMU students and employees are expected to comply with federal, state, and local drug and alcohol laws as well as TAMU policies and procedures. Any student or employee who violates any of these drug or alcohol laws will be reported to the appropriate law enforcement agency and will be subject to prosecution in accordance with the

law. Legal sanctions for violation of local, state, and/or federal laws may include, but are not limited to fines, jail, or prison sentences up to ninety-nine (99) years or life.

University Sanctions

The university shall, within the scope of applicable federal and state due process requirements, take such administrative or disciplinary action as is appropriate for violations of the Drug and Alcohol Abuse Prevention Program, TAMU policy and applicable law. When such violation is also a violation of federal, state, or local law, TAMU may decide to proceed or delay its own disciplinary processes.

Employee

- Upon the receipt of information indicating a controlled substance or alcohol alcohol affecting attendance, performance or safety at work, employees may be required to submit to a medical examination or drug testing, enroll in the Employee Assistance Program, take leave without pay, and, potentially, be separated from the university.
- In the event of prohibited possession, use, or distribution by an employee administrative or disciplinary action may include, but is not limited to, reprimand, suspension, termination of employment, or arrest or referral to the appropriate law enforcement agency.
- If the employee engages in driving as part of his/her job-related duties, such privilege may be revoked.
- Any action taken by TAMU may be taken immediately.

Visitors

- Any visitor engaging in any act prohibited by university guidelines shall be called on to immediately cease such behavior and shall be subject to other sanctions including referral to law enforcement officials for arrest and prosecution.