

Policy on Alcohol and Other Drugs:

Auguste Escoffier School of Culinary Arts (AESCA) Austin has a detailed policy on drugs and alcohol for both students and employees. The overview of the policy is as follows:

Drug and Alcohol Prevention:

A detailed drug and alcohol policy is provided on the Student Portal for students and distributed to employees.

- School policy prohibits the possession, use and sale of illegal drugs.
- School policy strictly enforces State underage drinking laws

Students participating in illegal behavior will be dismissed from the Program and reported to authorities. We urge students needing assistance with Drug and Alcohol Abuse Prevention and Education to reach out for support from any of the agencies listed in the Drug and Alcohol Policy, or the Texas Department of Human and Health Services (<http://www.hhsc.state.tx.us/>). Additionally, AESCA Austin provides free, confidential counseling at: <https://wellconnect.cuthrive.com/>.

Biennial Review

Auguste Escoffier School of Culinary Arts complies with the Drug-Free School and Campuses Regulations that requires Institutions of Higher Education to conduct a biennial review of their alcohol and other drug programs and policies (34 CFR Part 86). The review is completed in even-numbered years by an administrative committee and the report is available by request from either the Campus President or the Registrar/Compliance Manager.

The AESCA Austin Drug and Alcohol Policy is as follows:

1. Requires all students and employees to abide by the terms of this policy as a condition of an initial and continued enrollment/employment.
2. Recognizes that the illegal use of drugs and alcohol is in direct violation of local, state and federal laws as well as school policies set forth within this policy.
3. Strictly prohibits the illegal use, possession, manufacture, dispensing, or distribution of alcohol, drugs or controlled substances in the workplace, on its premises, or as a part of any school sponsored activities.
4. Considers a violation of this policy to be a major offense, which may result in requirement for satisfactory participation in a drug or alcohol rehabilitation program, referral for criminal prosecution, and/or immediate disciplinary action up to and including termination from employment and suspension or expulsion from the school. A criminal conviction is not required for sanctions to be imposed upon an employee or student for violations of this policy.
5. Recognizes that violations of applicable local, state and federal laws may subject a student or employee to a variety of legal sanctions including but not limited to fines, incarceration, imprisonment and/or community service requirements. Convictions become a part of an individual's criminal record and may prohibit certain career and professional opportunities.
6. Requires an employee to notify the Campus President in writing of a criminal conviction for drug or alcohol related offenses occurring in the workplace no later than five calendar days following the conviction.
7. Provides referral assistance for counseling services access to AESCA Austin's **Employee/Student Assistance Program or the Student Resource Service and will refer employees/students for counseling services programs** that inform students and employees about the dangers of drug and alcohol abuse. Voluntary participation in or referral to these services is strictly confidential.
8. AESCA Austin is a "**smoke free**" campus. "**Smoke**" is a general term which encompasses the use of all tobacco products, whether smoked or chewed, as well as the use of vapor-inhaled products. Students and employees may not use any of these products on school grounds, including in parked cars.

9. Contact the Campus President at 512-451-5743 for referral assistance. AESCA Austin employees may also contact our health insurance provider for various assistance at:

<p><u>Employee Services</u></p> <p>www.myuhc.com - 1-800-357-0978</p> <p>Care24 - 1-888-887-4114</p> <p>Mental Health - 1-800-842-2065</p>
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<p><u>Student Services</u></p> <p>See table below for Local & National Substance Abuse resources</p> <p>Well Connect 866-640-4777</p>

10. The Campus President is responsible for notifying federal funding agencies within 10 calendar days whenever an employee is convicted of a drug-related crime that occurred in the workplace.
11. AESCA forbids an employee from performing sensitive safety functions while a prohibited drug(s) is in his or her system.
12. AESCA could mandate drug testing of employees prior to employment, when there is reasonable cause, after an accident, on a random basis, and before returning to duty after refusing to take a drug test or after not passing a drug test.
13. Health risks generally associated with alcohol and drug abuse can result in but are not limited to a lowered immune system, damage to critical nerve cells, physical dependency, lung damage, heart problems, liver disease, physical and mental depression, increased infection, irreversible memory loss, personality changes and thought disorders.
14. AESCA provides for annual distribution of this policy to all staff, faculty and students.

Your Role in the Drug-Free Workplace Program

- Know AESCA Austin’s policy and program.
- Follow AESCA Austin’s drug-free policy.
- Report to class and/or work fit for duty. Come to the school free of alcohol and other drugs.
- Don’t abuse alcohol or use illegal drugs in the workplace, on school property, or as part of any AESCA Austin school sponsored or required activity.
- Seek help if you think you have a problem.

Talk to the Campus President if you think a coworker or student may need help or if you see a policy violation.

Student Resource Services

As part of our student service, the AESCA Austin partners with Student Resource Services. Free, confidential counseling is available 24/7 to all AESCA Austin students at 1-866-640-4777. We urge all students to take advantage of this free counseling service.

**CRIME AND PUNISHMENT
ALCOHOL AND DRUG OFFENSES**

Misdemeanors (M) are punishable by imprisonment in county jail for not more than one year and/or a fine not exceeding \$500 unless a different amount is specified for the offense.

Felonies (F) are punishable by imprisonment in the state corrections system for up to two years and/or a fine not exceeding \$1,000 unless a different amount is specified for the offense.

AESCA maintains a standard of conduct that prohibits the unlawful use, possession, or distribution, of drugs or alcohol by students and employees on school property, or at school activities.

Policy violations are taken seriously and AESCA Austin will impose sanctions on students and employees (consistent with local, state and federal law). Disciplinary action(s) for violation of this standard of conduct could include expulsion from school, termination of employment and referral for prosecution.

Education and Prevention:

Alcohol-Free Options

Creation and Promotion of Alcohol Free Events and Activities: Events and activities that AESCA Austin offers to its students and staff are alcohol free. These events and activities include:

- New Class start orientations
- Campus Leadership meetings
- Graduation ceremonies
- Open Houses
- Career Fairs

Creation of Service Learning or Volunteer Opportunities: Students attending AESCA Austin have access to volunteer & externship opportunities for events both on and off campus. Students enrolled in our education programs engage in field experience in an industry where alcohol or other drugs may be present. In all instances, we work to ensure that students are aware of their options and responsible choices. (We require students to acknowledge receipt of the Drug & Alcohol Policy provided during the first week of enrollment.)

Alcohol Free Campus Facilities: AESCA Austin Campus is in a public space open to the community. All campus spaces and facilities are alcohol and drug free (*except where listed below) in accordance with the Drug Free Schools and Communities Act Amendments of 1989, Public Law 101-226, and comply with all federal, state, and local laws pertaining to controlled substances, including alcohol.

*For courses included in the curriculum that require an alcohol component for educational purposes.

Nonalcoholic beverages promoted at events

AESCA Austin is dedicated to entirely alcohol free events and activities for our students. No event highlights alcohol or other drugs.

Responsible drinking instruction

AESCA Austin understands that its students are pursuing their educational credential in an industry where alcohol is commonly paired with food and strive to include curriculum pieces which discuss responsible consumption to prepare them for their future career or field experience components of their education.

Alcohol Availability

Alcohol is Banned or Restricted on Campus: Serving of alcoholic beverages is restricted at AESCA Austin. Any Alcohol used as part of the curriculum is stored in a restricted area. AESCA Austin personnel are not permitted to purchase or transport alcohol unless it is a part of a curriculum function.

Alcohol Use is Restricted in Public Places: Serving of alcoholic beverages is restricted in public places at AESCA Austin. Furthermore, it is limited to non-student events.

Marketing and Promotion of Alcohol

Alcohol Advertising on Campus is Limited. AESCA Austin limits advertisements of alcohol or alcoholic beverages. Included in the curriculum for the program, students often learn about wine pairings both on and off campus. While we do not directly promote any specific branding, it is discussed in general terms as it relates to food pairing.

Alcohol Industry Sponsorship for On-Campus Events is Limited. There are no events on campus which are alcohol industry sponsored. While we do not allow alcohol sponsors, as it relates to marketing of events, alcohol may be involved as it relates to curriculum.

Alcohol Promotions with Special Appeal to Underage Drinkers is Limited. AESCA Austin does not participate in promotions related to drinking, underage or otherwise.

AESCA Austin maintains a drug and alcohol free campus. This also includes the advertisement of alcohol on campus.

Local Resources - Austin Area

Alcoholics Anonymous - www.aa.org

8906 Wall Street
512-832-6767

2525 Wallingwood Drive
Suite 703
512-327-9927

1825 Fortview Road
Suite 104
512-444-0071

Alateen (for children of the user)
1030 S. Lamar Blvd. Ste. G
512-441-8591
www.al-anon.alateen.org

Nar-Anon (for family members and friends)

603 West 13th Street
512-480-004
www.nar-anon.org

Drug Treatment Centers

Austin Recovery
8402 Cross Park Drive
512-697-8600
www.austinrecovery.org

Oak Springs Treatment Center

3000 Oak Springs Drive
512-804-3526
www.integralcare.org

La Hacienda's Solutions
2100 Kramer Lane, Suite 300

Al-Anon (for family members and friends)
1030 S. Lamar Blvd. Ste. G
512-441-8591
www.al-anon.alateen.org

Adult Children of Alcoholics (ACOAs)
512-595-7831
www.adultchildren.org

Narcotics Anonymous
603 West 13th Street
512-480-0004
www.na.org

National Institution on Drug Abuse
1 -800-662-HELP
Information and Referral line
(M-F, 8:30 a.m.-4:30 p.m.)

**The Center for Substance Abuse
Treatment and Referral Hotline**

Information and referral line that directs
callers to treatment centers in the local
community.
(1-800-662-HELP)

The Drug Free Workplace Helpline

A line that provides information only to
private entities about workplace programs
and drug testing. Proprietary schools may
use this line.
(1-800-967-5752)

512-835-1994
www.integralcare.org

Cancer Society
American Cancer Society
11701 Stonehollow Drive
512-973-9483

2433 Ridgepoint Dr. Ste. A
512-919-1800
www.cancer.org

Lung Association
5926 Balcones Drive, Suite 100
512-467-6753
www.lung.org
www.lung.org

**County or State Addiction or Mental Health
Agency**

Travis County Integral Care
1717 W. 10th St.
512-472-3143
www.integralcare.org

Travis County Integral Care
5225 N. Lamar Blvd.
512-483-5800
www.integralcare.org

Crisis Telephone
512-472-4357
www.dshs.state.tx.us/mentalhealth.shtm

County/Victim/Mental Health Hotline
Austin Police Department Victim Services
512-974-5000
Victim.services@ci.austin.tx.us