

## **AESCA Austin Drug and Alcohol Policy**

Auguste Escoffier School of Culinary Arts (AESCA) Austin has a detailed policy on drugs and alcohol for both students and employees.

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

- School policy prohibits the possession, use or distribution of illegal drugs
- School policy strictly enforces State underage drinking laws

Students and employees participating in illegal behavior will be required to obtain substance abuse counseling, may be suspended or dismissed from the institution (students) or be terminated (employees), and/or reported to authorities.

### **Drug and Alcohol Abuse Prevention**

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

### **Policy Details**

The AESCA Drug and Alcohol Policy:

1. Requires all students and employees to abide by the terms of this policy as a condition of 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, loss of driver's license, 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 criminal charges for drug or alcohol related offenses occurring in the workplace no later than five calendar days following the charge(s). Additionally, any employee convicted of a drug or alcohol related offense which occurred in the workplace is required to notify the Campus President in writing within five calendar days of such conviction.
7. Provides for 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.
8. Provides referral assistance for counseling services, access to AESCA Austin's **Employee/Student Assistance Program or the Student Resource Service, and referrals for employees/students to 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. Such referral assistance can be obtained by contacting the Campus President at 512-451-5743. Additional resources are:

Employee Services

Blue Cross/Blue Shield 800-541-2767  
[www.mdlive.com/bcbsil](http://www.mdlive.com/bcbsil)

Student Services

See table below for Local & National  
Substance Abuse resources  
Well Connect 866-640-4777

9. Forbids an employee from performing sensitive safety functions while a prohibited drug(s) is in his or her system.
10. Allows for AESCA to mandate drug testing of employees prior to employment, when there is reasonable cause, after an accident, or after not passing a drug test.
11. Is distributed annually to all staff, faculty and students.

Other information:

- 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.
- 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.

***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 or a Campus Security Authority 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 suspension of your Texas driver's license for up to six months and/or imprisonment in county jail for not more than one year and/or a fine not exceeding \$4,000 unless a different amount is specified for the offense.

**Felonies (F)** are punishable by suspension of your Texas driver's license for up to six months and/or imprisonment in the state corrections system for no less than 180 days but up to ninety-nine years and/or a fine not exceeding \$10,000 unless a different amount is specified for the offense. Punishments vary based on the Penalty Group and the Classification of Felony.

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.

AESCA Austin imposes disciplinary sanctions on students and employees who violate this policy, which are consistent with local, State, and Federal laws. Such disciplinary action(s) for policy violation could include suspension or expulsion from school, termination of employment and/or referral for prosecution.

### **Education and Prevention**

**Creation and Promotion of Events and Activities:** Events and activities that AESCA Austin offers to its students and staff are compliant with local, state, and federal laws regarding controlled substances, including alcohol.

**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 Policy on Alcohol and Other Drugs, which is provided during the first week of classes.)

**Campus Facilities:** AESCA Austin Campus is in a public space open to the community. All campus spaces and facilities are 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.

**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 Restricted on Campus:** Serving of alcoholic beverages is restricted at AESCA Austin. Alcohol is included in the curriculum in certain classes for training and educational purposes. Any alcohol used as part of such curriculum is stored in a restricted area and is not dispensed to minors. Furthermore, non-student events may be held on campus, which do not allow the unlawful possession, use, or distribution of any drug, including alcohol.

## **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.** While we limit alcohol sponsorship as it relates to marketing of events, alcohol industry sponsorship is limited to non-student events and is not part of the curriculum.

**Alcohol Promotions with Special Appeal to Underage Drinkers is Restricted.** AESCA Austin does not participate in promotions targeted at underage drinking.

## **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.

## **Local Resources - Austin Area**

### **Alcoholics Anonymous - [www.aa.org](http://www.aa.org)**

Austin Area: <http://austinaa.org/>  
Hotline: 512-444-0071  
Spanish Hotline: 512-619-2458

### **Alateen (for children of the user)**

1030 S. Lamar Blvd. Ste. G  
512-441-8591  
[www.al-anon.alateen.org](http://www.al-anon.alateen.org)

### **Al-Anon (for family members and friends)**

1030 S. Lamar Blvd. Ste. G  
512-441-8591  
[www.al-anon.alateen.org](http://www.al-anon.alateen.org)

### **Adult Children of Alcoholics (ACOA's)**

512-595-7831  
[www.adultchildren.org](http://www.adultchildren.org)

### **Narcotics Anonymous**

603 West 13<sup>th</sup> Street  
512-480-0004  
[www.na.org](http://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)

### **Nar-Anon (for family members and friends)**

603 West 13<sup>th</sup> Street  
512-480-004  
[www.nar-anon.org](http://www.nar-anon.org)

### **Drug Treatment Centers**

Austin Recovery  
8402 Cross Park Drive  
512-697-8600  
[www.austinrecovery.org](http://www.austinrecovery.org)

### **Oak Springs Treatment Center**

5015 S. IH-35, Suite 200 D  
512-804-3526  
[www.integralcare.org](http://www.integralcare.org)

### **La Hacienda's Solutions**

2100 Kramer Lane, Suite 300  
512-835-1994  
[www.lahacienda.com/outpatient](http://www.lahacienda.com/outpatient)

### **American Cancer Society**

11000 N Mopac Expressway, Suite 100  
512-919-1800  
[www.cancer.org](http://www.cancer.org)

### **Lung Association**

5926 Balcones Drive, Suite 100  
512-467-6753  
[www.lung.org](http://www.lung.org)

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

Travis County Integral Care  
1717 W. 10<sup>th</sup> St.  
512-472-3143  
[www.integralcare.org](http://www.integralcare.org)

Travis County Integral Care  
5225 N. Lamar Blvd.  
512-483-5800  
[www.integralcare.org](http://www.integralcare.org)

Crisis Telephone  
512-472-4357

[www.dshs.state.tx.us/mentalhealth.shtm](http://www.dshs.state.tx.us/mentalhealth.shtm)

### **County/Victim/Mental Health Hotline**

Austin Police Department Victim Services  
512-974-5000  
[www.austintexas.gov/department/victim-services](http://www.austintexas.gov/department/victim-services)