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**Biennial Review of Paris Junior College's
Alcohol and Other Drug Prevention Program**

Drug Free Schools and Communities Act

Paris · Greenville · Sulphur Springs

**AY FA2023/SP2024
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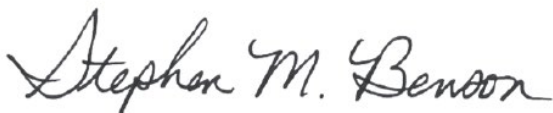
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President's Review & Approval

Paris Junior College's Board of Regents and President's Cabinet know what's at stake when alcohol and drug use go unaddressed on a college campus — for our students' futures, and for the employees who show up every day to teach, advise, and support them. That's why Paris Junior College has built policies and practices to prevent the unlawful possession, use, and distribution of illicit drugs and alcohol by students and employees, consistent with the Drug-Free Schools and Campuses Regulations (EDGAR Part 86, Subpart B).

This 2023–2026 Biennial Review and our Drug and Alcohol Abuse Prevention Plan have been carried out in accordance with both College policy and Drug-Free Schools and Communities Act (DFSCA) requirements.

I'm confident this review continues to serve PJC well. Clear policy, paired with real follow-through, strengthens work our campuses in Paris, Greenville, and Sulphur Springs are already doing right by our students and employees. We'll keep assessing, keep improving, and keep holding ourselves accountable to the people who make up this college.



Dr. Stephen M. Benson, President

October 1, 2026

Date

Introduction to Drug Free Schools and Communities Act (DFSCA) Biennial Review

The Drug-Free Schools and Campuses Regulations (EDGAR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE) to certify it has adopted and implemented programs to prevent the abuse of alcohol and the use or distribution of illicit drugs by students and employees, both on its premises and as part of any of its activities. At a minimum, each institution of higher education must annually distribute the following to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
- A description of the legal sanctions under college, local, state, and federal law for the unlawful possession or distribution of illicit drugs and alcohol.
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
- A description of any drug or alcohol counseling, treatment, rehabilitation, or reentry programs available to employees or students.
- A clear statement that the institution of higher education will impose sanctions on students and employees, and a description of those sanctions — up to and including expulsion or termination of employment and referral for prosecution — for violations of the standards of conduct.

The law further requires that the institution conducts a biennial review of its program with the following objectives:

- Determining the effectiveness of the policy and implementing changes to the alcohol and other drug programs if needed; and
- Ensuring that the sanctions developed are enforced consistently.

The biennial review must also include a determination of:

- The number of drug- and alcohol-related violations and fatalities occurring on campus or as part of college activities that are reported to campus officials; and
- The number and type of sanctions the institution of higher education imposed on students and employees as a result of those violations.

Biennial Review Team

The biennial review process follows the guidelines outlined in the Drug and Alcohol Prevention Program policy at PJC ([FLBE – Student Conduct: Alcohol and Drug Use \(Legal\)](#), [FLBE \(Local\)](#), and [FLBE \(Exhibit\)](#)).

2023 Review Team Members

- Sheila Reece, Vice President, Student Access & Success
- Shane Boatwright, Chief, Campus Police

- Melanie Hatcher, Director, Human Resources
- Dr. Jaquelyn Messinger, Director, Institutional Research
- Kimberly Herron, Director, Financial Aid
- Kenneth Webb, Director, Student Life

In July 2024, Dr. Lisa Elliott joined the Paris Junior College team and began leading the DAAPP biennial review committee. Several of the 2023 Review Team members had left the college, and new committee members were added to provide feedback.

2024-2026 Review Team Members

- Lisa Elliott (Chair) - Vice President of Student Services
- Megan Chapman – Coordinator of Student Activities
- Clay Cox – Athletic Director
- Donnie Featherston – Associate Vice President of Institutional Research & Effectiveness
- Melanie Hatcher – Executive Director of Human Resources
- Chris Mayfield - Chief of Police
- Baleigh McCain – Executive Director of Advancement, Marketing & Communications
- Kenneth Webb - Director of Student Life & Student Conduct Officer
- Paul Guidry – Faculty, Criminal Justice & Emergency Manager

The major task of the Biennial Review Team is to oversee the Alcohol and Other Drug (AOD) Prevention Program. The team reviews the requirements and goals of the Drug-Free Schools and Campuses Regulations (EDGAR Part 86), collects campus information to evaluate the program, reviews publications, and prepares the biennial review, including recommendations for future action.

PJC's previous biennial review was published in October 2023. Beginning with this review, the Biennial Review Team conducts an annual review each May and publishes the biennial review in the fall of even-numbered years. Programmatic activities related to alcohol and drug prevention have been ongoing prior to and since the last biennial review in 2023.

Review Methodology

Paris Junior College is committed to maintaining a safe, healthy, lawful, productive working and educational environment for its students and employees. PJC acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act and authorized an administrative review to determine whether the college fulfills the requirements of these federal regulations.

Paris Junior College's previous Biennial Review was published in October 2023 under the review team convened in May of that year and covered three academic years: Fall 2020–Spring 2021, Fall 2021–Spring 2022, and Fall 2022–Spring 2023.

In July 2024, Dr. Lisa Elliott joined the College and assumed leadership of the DAAPP biennial review committee, and the committee was reconstituted as several members of the 2023 team had left the institution. The reconstituted Biennial Review Team met in September 2026 to review and revise the Alcohol and Drug Prevention Program against the requirements of the Drug-Free Schools and Campuses Regulations.

This review, published October 1, 2026, covers the three academic years since the prior publication: Fall 2023–Spring 2024, Fall 2024–Spring 2025, and Fall 2025–Spring 2026. Together with the October 2023 review, it accounts for every academic year from Fall 2020 through Spring 2026 with no gap in coverage. Next scheduled review by the Alcohol & Other Drug Prevention Program Biennial Review Committee will be **May 2028** for the annual review and **Fall 2028** for the biennial review and report.

PJC used a variety of methods and tools to conduct the biennial review. All statistics used to review the Alcohol and Drug Prevention Program are listed below and gathered without disclosing the names of those involved, in compliance with students' FERPA rights.

Data was collected and reviewed through collaboration with campus stakeholders. The following departments provided valuable information to inform the DAAPP:

- Behavioral Intervention Team (BIT)
- Institutional Research & Effectiveness
- PJC Police Department
- Student Life
- Student Activities
- Athletic Department
- Human Resources
- Counseling Center
- Student Conduct
- Marketing & Communications

Inquiries conducted resulted in information gathered on:

- Services, workshops, programs, and/or events offered that addressed the use of alcohol or other drugs;
- When these activities were offered;
- Whether assistance was provided for alcohol or drug related issues; and
- Whether departments, committees, or teams participated in police related alcohol or drug related investigations.

Materials Reviewed

The Biennial Review Team examined the following materials in September 2026 for the 2023–2026 review:

- Alcohol and drug information provided to students
- Athletic policies related to drugs and alcohol
 - “Expectations and Goals of Paris Junior College Student-Athletes” agreement, including the updated alcohol and drug language for AY 2026–2027
 - Athletics Department drug-testing records and team AOD education information
- [Drug-Free Schools & Communities Act \(DFSCA\)](#)
- [Alcohol & Drug Abuse Prevention](#)
- [Biennial Alcohol and Drug Prevention Review](#)
- [PJC's online Student Handbook](#)— located under “Drug-Free Campus Policy” and “Alcohol & Drug Abuse Awareness”
- [Consumer Information webpage](#) under “Drug & Alcohol Abuse, Prevention, and Intervention Resources.”
- [Student Code of Conduct](#)
 - [FLB – Student Rights & Responsibilities: Student Conduct \(Legal\)](#)
 - [FLB – Student Rights & Responsibilities: Student Conduct \(Local\)](#)
 - [FLB – Student Rights & Responsibilities: Student Conduct \(Exhibit\)](#)
- [Paris Junior College Employee Procedures Handbook](#) —the Drug and Alcohol policy is on page 43 of the current employee Procedures handbook, and it has not been revised during this review period.
- [DH – Employee Standards of Conduct \(Legal\)](#)
- [DH – Employee Standards of Conduct \(Local\)](#)
- [DHA — Employee Standards of Conduct: Searches and Alcohol/Drug Testing \(Legal\)](#)
- [DHA — Employee Standards of Conduct: Searches and Alcohol/Drug Testing\(Local\)](#)
- [Residence Life policies and office records](#)
 - [Current Residence Life Handbook](#)
- Campus Police office records regarding reported incidents of alcohol/drug use or abuse, including sanctions, disciplinary action, and any available information from local law enforcement.
 - [2026 Annual Security Report – including Clery Reporting](#)
 - [2025 Annual Security Report – including Clery Reporting](#)

- [2024 Annual Security Report – including Clery Reporting](#)
- [2023 Annual Security Report – including Clery Reporting](#)
- Human Resources office records regarding reported incidents of alcohol/drug use or abuse by employees, including sanctions and disciplinary action taken.
- Evaluation of programs used to assist with alcohol and drug use/abuse prevention that were administered during the academic years under review.

Standards of Conduct

Paris Junior College prohibits the unlawful manufacture, possession, use, sale, or distribution of illicit drugs and alcohol by students and employees on property owned or controlled by the College and as part of any College-sponsored activity. These standards apply at the Paris campus, the Greenville Center, and the Sulphur Springs Center.

- **Students.** Students may not possess, use, be under the influence of, sell, or distribute alcohol, controlled substances, marijuana, drug paraphernalia, or abusable volatile chemicals on College property or at College activities. The student standards are set out in the Student Code of Conduct, FLB (Local), and FLBE (Local).
- **Employees.** Employees may not unlawfully manufacture, distribute, dispense, possess, or use a controlled substance or alcohol on College property or at College activities, and may not report to work under the influence. The employee standards are set out in DH (Local), DHA (Local), and the Employee Procedures Handbook.
- **Enforcement.** State law is strictly enforced on all College District properties. Violations lead to College discipline, up to and including expulsion or termination of employment, and referral to law enforcement for prosecution. The sanctions are described under Statement of Student Disciplinary Sanctions and PJC Employees & a Drug-free Workplace.

Legal Sanctions

Students and employees found in violation of any local, state or federal law regarding the use, possession or distribution of alcohol and other drugs (as defined by the Texas Health and Safety Code, Subtitle C, Substance Abuse Regulation and Crimes) are eligible to receive the full legal penalty in addition to any appropriate College disciplinary action.

Texas Legal Sanctions

OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
Manufacture or delivery of controlled substances (drugs)	Confinement in the jail for a term of not less than 180 days and a fine not to exceed \$10,000.	Confinement in TDC for life or for a term of not more than 99 years, or less than 15 years, and a

OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
		fine not to exceed \$250,000.
Possession of controlled substances (drugs)	Confinement in jail for a term of not more than 180 days, and a fine not to exceed \$2,000 or both.	Confinement in jail for a term of not more than 180 days, and a fine not to exceed \$2,000 or both.
Delivery of Marijuana	Confinement in jail for a term of not more than 180 days.	Confinement in TDC for life or for a term of not more than 99 years or less than 10 years, and a fine not to exceed \$100,000.
Possession of Marijuana	Confinement in jail for a term of not more than 180 days, and a fine not to exceed \$2,000 or both.	Confinement in TDC for life or for a term of not more than 99 years or less than 5 years, and a fine not to exceed \$50,000.
Driving while intoxicated (includes intoxication from alcohol, drugs, or both)	Confinement in jail for a term of not more than 180 days or less than 72 hours, and a fine of not more than \$2,000.	Confinement in jail for a term of not more than 20 years or less than 2 years, and a fine not to exceed \$10,000.
Public Intoxication	A fine not to exceed \$500.	
Purchase, Consumption, or Possession of alcohol by a minor	A fine of not less than \$25 or more than \$200.	For a subsequent offense, a fine of not less than \$500 or more than \$1,000.
Sale of alcohol to a minor	Fine of not less than \$100 nor more than \$500 or confinement in jail for not more than one year or both.	For a subsequent offense, a fine of not less than \$500 or more than \$1000 or confinement in jail for not more than one year, or both.

Illicit Drugs

The controlled substances listed below are grouped into felonies and misdemeanors. This list is not a complete accounting of illegal drugs but represents the most common controlled substances found on college campuses.

In some instances, the number of controlled substances determines the degree of penalty. A felony is an offense for which the offender could be sentenced to a prison term and a possible fine.

A misdemeanor is an offense in which the person could be sentenced to serve time in a county jail facility and/or fine.

Felony (delivery/sale) and Misdemeanor (possession).

- Cocaine
- LSD (Lysergic Acid Diethylamide)
- “Ecstasy”/MDMA (4-Methylenedioxy Methamphetamine)
- Methamphetamine
- Amphetamine
- Diazepam
- Heroin
- Phenobarbital
- Rohypnol (less than 28 grams-felony if more than 28 grams)
- Marijuana (more than ¼ ounce)
- Methadone
- Rohypnol (distribution of any amount possessions of more than 28 grams).

The above information can be found in the Penal Laws of the State of Texas, Subtitle C, Texas Health and Safety Code (Controlled Substances Act, Dangerous Drugs Act, Simulated Controlled Substances, Volatile Chemicals and Abusable Glue and Aerosol Paint).

Intoxication and Alcoholic Beverage Offenses

Public Intoxication: Beginning September 1, 1991, a blood alcohol level of .08 or higher will be proof enough that a driver is intoxicated.

A person commits an offense if the person appears in a public place while intoxicated to the degree that the person may endanger themselves or another.

It is a defense to prosecution under this section that alcohol or other substance abuse was administered for therapeutic purposes and as a part of the person’s professional medical treatment by a licensed physician.

An offense under this section is a Class C Misdemeanor.

An offense under this section is not a lesser offense included under Section 49.04 of the Texas Penal Code.

Consumption/Possession of Alcoholic Beverage in a Motor Vehicle

A person commits an offense if the person consumes an alcoholic beverage while operating a motor vehicle in a public place and is observed doing so by a peace officer.

An offense under these sections is a Class C misdemeanor.

Driving While Intoxicated (DWI)

A person commits an offense if the person is intoxicated while operating a motor vehicle in a public place.

Except as provided by Subsection and Section 49.09 of the Texas Penal Code, an offense under this section is a Class B Misdemeanor, with a minimum term of confinement of 72 hours.

It is shown at the trial of an offense under this section that at the time of the offense the person operating the motor vehicle had an open container of alcohol in the vehicle, the offense is a Class B Misdemeanor, with a minimum term of confinement of six days.

Intoxication Assault

A person commits an offense if the person, by accident or mistake, while operating an aircraft, watercraft, or motor vehicle in a public place while intoxicated, by reason of that intoxication causes serious bodily injury to another.

In the section, “serious bodily injury” means an injury that creates a substantial risk of death or that causes serious permanent disfigurement of protracted loss or impairment of the function of any bodily organ.

An offense under this section (second bullet) is a felony of the third degree.

Intoxication Manslaughter (second degree felony)

A person commits an offense if the person:

- Operates a motor vehicle in a public place, an aircraft or a watercraft; and
- Is intoxicated and by reason of that intoxication causes the death of another by accident or mistake.

Local Legal Sanctions

No municipal trafficking penalties exist. Paris Code Art. 8.08 covers illegal smoking products and ingestion devices at up to \$500, and paraphernalia is a Class C prosecutable in Paris Municipal Court.

Federal Legal Sanctions

In addition to the Texas sanctions described above, the manufacture, distribution, or possession with intent to distribute a controlled substance is a federal felony under the Controlled Substances Act, 21 U.S.C. § 841. Federal penalties are set by the schedule

of the substance involved and, for Schedule I and Schedule II substances, by the quantity. Many carry mandatory minimum prison terms, meaning a court has no discretion to sentence below the stated floor. A person may be prosecuted under both state and federal law for the same conduct.

Schedule I and II Substances — Quantity Thresholds

The two quantity tiers below determine which mandatory minimum applies. Quantities refer to a mixture or substance containing a detectable amount of the drug unless the entry specifies the pure substance.

Substance	5-Year Minimum Tier § 841(b)(1)(B)	10-Year Minimum Tier § 841(b)(1)(A)
Heroin	100 grams or more	1 kilogram or more
Cocaine (and coca leaves, ecgonine, and related compounds)	500 grams or more	5 kilograms or more
Cocaine base	28 grams or more	280 grams or more
Fentanyl	40 grams or more	400 grams or more
Fentanyl analogue or fentanyl-related substance	10 grams or more	100 grams or more
Methamphetamine — pure	5 grams or more	50 grams or more
Methamphetamine — mixture	50 grams or more	500 grams or more
PCP (phencyclidine) -- pure	10 grams or more	100 grams or more
PCP — mixture	100 grams or more	1 kilogram or more
LSD	1 gram or more	10 grams or more
Marijuana	100 kilograms or more, or 100 or more plants regardless of weight	1,000 kilograms or more, or 1,000 or more plants regardless of weight

Penalties by Tier

Fine amounts are stated as the greater of the amount authorized under Title 18 or the figure listed. "Other than an individual" means a corporation or other entity.

Tier	First Offense	After One Prior Conviction	If Death or Serious Bodily Injury Results
§ 841(b)(1)(A) 10-year tier	Not less than 10 years and up to life. Fine up to \$10,000,000 for an individual or \$50,000,000 for other than an individual, or both. Supervised release of at least 5 years.	Not less than 15 years and up to life. Fine up to \$20,000,000 individual / \$75,000,000 other than an individual. Supervised release of at least 10 years. After two or more prior convictions: not less than 25 years.	Not less than 20 years and up to life. With a prior conviction: life imprisonment.
§ 841(b)(1)(B) 5-year tier	Not less than 5 years and not more than 40 years. Fine up to \$5,000,000 individual / \$25,000,000 other than an individual, or both. Supervised release of at least 4 years.	Not less than 10 years and up to life. Fine up to \$8,000,000 individual / \$50,000,000 other than an individual. Supervised release of at least 8 years.	Not less than 20 years and up to life. With a prior conviction: life imprisonment.
§ 841(b)(1)(C) Any Schedule I or II substance below the 5-year tier; also, GHB and flunitrazepam	Not more than 20 years. Fine up to \$1,000,000 individual / \$5,000,000 other than an individual, or both. Supervised release of at least 3 years. No mandatory minimum.	Not more than 30 years. Fine up to \$2,000,000 individual / \$10,000,000 other than an individual. Supervised release of at least 6 years.	Not less than 20 years and up to life. With a prior conviction: life imprisonment.
§ 841(b)(1)(D) Less than 50 kg marijuana (fewer	Not more than 5 years. Fine up to \$250,000 individual /	Not more than 10 years. Fine up to \$500,000 individual /	Not applicable.

Tier	First Offense	After One Prior Conviction	If Death or Serious Bodily Injury Results
than 50 plants), less than 10 kg hashish, or less than 1 kg hashish oil	\$1,000,000 other than an individual, or both. Supervised release of at least 2 years.	\$2,000,000 other than an individual. Supervised release of at least 4 years.	

- A court may not place on probation or suspend the sentence of any person sentenced under § 841(b)(1)(A) or (B), and no person sentenced under those provisions is eligible for parole.
- For the (A) and (B) tiers, the sentencing enhancement is triggered by a prior conviction for a serious drug felony or serious violent felony. For the (C), (D), and Schedule III, IV, and V provisions, it is triggered by a prior felony drug offense.

Schedule III, IV, and V Substances

Penalties for these schedules do not depend on quantity.

Schedule	First Offense	After One Prior Felony Drug Offense
Schedule III § 841(b)(1)(E)	Not more than 10 years, or not more than 15 years if death or serious bodily injury results. Fine up to \$500,000 individual / \$2,500,000 other than an individual, or both. Supervised release of at least 2 years.	Not more than 20 years, or not more than 30 years if death or serious bodily injury results. Fine up to \$1,000,000 individual / \$5,000,000 other than an individual. Supervised release of at least 4 years.
Schedule IV § 841(b)(2)	Not more than 5 years. Fine up to \$250,000 individual / \$1,000,000 other than an individual, or both. Supervised release of at least 1 year.	Not more than 10 years. Fine up to \$500,000 individual / \$2,000,000 other than an individual. Supervised release of at least 2 years.
Schedule V § 841(b)(3)	Not more than 1 year. Fine up to \$100,000 individual / \$250,000 other than an individual, or both.	Not more than 4 years. Fine up to \$200,000 individual / \$500,000 other than an individual. A court may impose supervised release of not more than 1 year.

Simple Possession — 21 U.S.C. § 844

Possessing a controlled substance without a valid prescription is a federal crime, even in small amounts. Under 21 U.S.C. § 844:

- First offense: up to 1 year in prison and a minimum fine of \$1,000.
- After one prior drug, narcotic, or chemical conviction: 15 days to 2 years in prison and a minimum fine of \$2,500.
- After two or more prior convictions: 90 days to 3 years in prison and a minimum fine of \$5,000.
- Possession of flunitrazepam (Rohypnol): up to 3 years in prison.
- A person convicted may also be required to pay the reasonable costs of the investigation and prosecution.

Under 21 U.S.C. § 844a, possessing a small, personal-use amount of certain controlled substances can also bring a civil penalty of up to \$10,000 per violation.

Enhanced Penalties Relevant to a College Campus

Three provisions of the Controlled Substances Act increase the penalties above in circumstances that can arise on or near a college campus. Each applies in addition to the § 841 penalties.

- Distribution to a person under 21 — 21 U.S.C. § 859. A person at least 18 years old who distributes a controlled substance to someone under 21 is subject to twice the maximum punishment authorized by § 841(b), and at least twice any term of supervised release. A second such offense carries up to three times the authorized punishment.
- Distribution in or near schools and colleges — 21 U.S.C. § 860. Distributing or possessing with intent to distribute a controlled substance within 1,000 feet of the real property comprising a public or private college, junior college, or secondary or elementary school — or within 100 feet of a playground, public swimming pool, or youth center — is subject to twice the maximum punishment authorized by § 841(b), and at least twice any term of supervised release. A second offense carries up to three times the authorized punishment and a mandatory minimum of three years.
 - All property owned, leased, or used by Paris Junior College on the Paris, Greenville, and Sulphur Springs campuses falls within this provision.
- Employing a person under 18 in a drug operation — 21 U.S.C. § 861. A person at least 18 years old who hires, uses, or coerces someone under 18 to violate the Controlled Substances Act is subject to twice the maximum punishment authorized by § 841(b). A second offense carries up to three times that punishment; a third carries mandatory life imprisonment.

Related Federal Provisions

- Manufacture on federal property — § 841(b)(5). Cultivating or manufacturing a controlled substance on federal property carries an additional fine of up to \$500,000 for an individual or \$1,000,000 for other than an individual.
- Distribution with intent to commit a crime of violence — § 841(b)(7). Distributing a controlled substance to a person without that person's knowledge, with intent to commit a crime of violence including rape, carries up to 20 years' imprisonment and a fine.
- Denial of federal benefits — 21 U.S.C. § 862. A court may, at its discretion, declare a person convicted of a federal or state drug trafficking offense ineligible for federal benefits, which can include federal student financial aid.

Health Risks of Alcohol and Illicit Drug Use

The use of alcohol and other drugs represents a serious threat to health and to quality of life. With most drugs, it is possible for users to develop psychological and physical dependence. The degree of risk depends on the substance, the dose, how it is taken, how often it is used, whether it is combined with other substances, and the individual's own health — and because illicitly manufactured drugs are unregulated, a person often does not know what they are actually consuming.

Health risks associated with alcohol and other drug abuse include, but are not limited to: physical and psychological dependence; malnutrition; damage to the brain, heart, liver, pancreas, kidneys, and lungs; elevated blood pressure, heart attack, and stroke; ulcers and gastritis; hepatitis; convulsions; coma; respiratory failure; a weakened immune system and increased infection; irreversible memory loss; personality changes and thought disorders; paranoia and psychosis; depression and increased risk of suicide; low birth weight and babies born with drug or alcohol dependence; an increased risk of HIV and hepatitis B and C among people who inject drugs; and death.

Anyone with specific questions relating to their own health and alcohol or drug use should consult a physician. Further information is available from the PJC Advising and Counseling Center and from the resources listed at the end of this section.

Source: 21 U.S.C. §§ 841, 844, 844a, 859, 860, 861, 862, Controlled Substances Act, as in effect September 2026 (U.S. House Office of the Law Revision Counsel, uscode.house.gov). Quantity and penalty figures reflect the statute as amended by the First Step Act of 2018.

Alcohol

Alcohol abuse can lead to alcohol use disorder, premature death, and complications of the brain, heart, liver, and other organs. It is a prime contributor to suicide, homicide, motor vehicle deaths, and other so-called “accidental” causes of death. It interferes with psychological functioning and disrupts occupational and educational effectiveness.

- **Short-term effects:** behavioral changes, impaired judgment and coordination, slowed reaction time, greater likelihood of aggressive acts, slurred speech, nausea and vomiting, memory blackouts, respiratory depression, alcohol poisoning, and death. At high blood alcohol concentrations, alcohol suppresses the gag reflex and the drive to breathe, which is why a person who has passed out from drinking can die without ever waking.
- **Long-term effects:** alcohol use disorder; liver damage progressing from fatty liver to alcoholic hepatitis, fibrosis, and cirrhosis; pancreatitis; cardiomyopathy, irregular heartbeat, and high blood pressure; stroke; ulcers; malnutrition; brain damage and lasting cognitive deficits; and an increased risk of cancers of the mouth, throat, esophagus, liver, colon, and breast. Delirium tremens, a potentially fatal withdrawal syndrome, can occur when a physically dependent person stops drinking; withdrawal from heavy alcohol dependence should be medically supervised.
- **During pregnancy:** alcohol can cause fetal alcohol spectrum disorders, producing irreversible physical and mental abnormalities in newborns. No amount of alcohol is known to be safe during pregnancy.
- **In combination with other drugs:** alcohol taken with depressants, benzodiazepines, or opioids multiplies respiratory depression and can be lethal at doses either substance alone would survive.
- **Consequences for college students:** according to the National Institute on Alcohol Abuse and Alcoholism, drinking by college students ages 18 to 24 contributes to an estimated 1,519 student deaths each year and roughly 696,000 assaults by students who had been drinking, including approximately 97,000 cases of alcohol-related sexual assault or date rape. Other documented consequences include missed classes and lower grades, injuries, overdoses, memory blackouts, changes in brain function, and lingering cognitive deficits.

Cannabis

Cannabis (marijuana, hashish, hash oil, concentrates, edibles, and THC vaping products) impairs short-term memory, comprehension, concentration, coordination, reaction time, and motivation. It may also cause anxiety, panic, paranoia, and psychosis, with higher risk from today's high potency concentrates and extracts. Regular use can lead to cannabis use disorder and, in some users, cannabinoid hyperemesis syndrome — severe cycles of vomiting.

Marijuana smoke contains more cancer-causing agents than tobacco smoke, and the way it is typically smoked — deeply inhaled and held in the lungs — increases that exposure. Edible products have a delayed onset, which commonly leads to overconsumption and acute psychiatric and cardiac emergencies. Because the brain

continues developing into the mid-twenties, use during the college years is associated with lasting effects on attention, memory, and learning. Cannabis significantly impairs driving.

Stimulants

Stimulants (methamphetamine, cocaine, crack, amphetamine, MDMA or “ecstasy,” and prescription stimulants such as Adderall and Ritalin used without a valid prescription) speed up the central nervous system. Effects include increased heart rate, blood pressure, and body temperature; dilated pupils; decreased appetite; headaches; blurred vision; dizziness; sleeplessness; anxiety; hallucinations; paranoia; aggression; and severe depression and fatigue as the drug wears off. Higher doses can cause cardiac arrhythmia, heart attack, stroke, seizure, dangerous overheating, and death.

- **Cocaine and crack** are extremely addictive both psychologically and physically, and can cause death from cardiac arrest or respiratory failure even in first-time users.
- **Methamphetamine** causes severe dental disease, skin sores, extreme weight loss, and psychosis, and produces lasting damage to the brain's dopamine and serotonin systems.
- **MDMA** can cause dangerous overheating and water intoxication, particularly with physical exertion.
- **Prescription stimulant misuse** — common on college campuses as a study aid — carries cardiac and dependence risk and is a federal offense; these are Schedule II controlled substances.

Opioids, Including Fentanyl

Opioids (heroin, oxycodone, hydrocodone, morphine, codeine, methadone, and illicitly manufactured fentanyl and its analogues) initially produce feelings of euphoria, often followed by drowsiness, nausea, vomiting, constipation, and itching. Tolerance develops rapidly and physical dependence is likely. An overdose causes respiratory depression, oxygen deprivation and permanent brain injury, convulsions, coma, and death.

- **Fentanyl** is approximately 50 to 100 times more potent than morphine, and a quantity as small as two milligrams can be fatal. Illicitly manufactured fentanyl is now routinely pressed into counterfeit pills made to look like legitimate prescription medication and mixed into other drugs, including stimulants and counterfeit benzodiazepines. A person can therefore ingest a fatal dose of fentanyl without knowing they have taken an opioid at all.
- **Naloxone** reverses an opioid overdose and can be administered by a bystander. Anyone who suspects an overdose should call 911 immediately and stay with the person.
- **Xylazine**, an animal sedative increasingly found mixed with fentanyl, is not reversed by naloxone and causes severe, slow-healing wounds.

- **Injection drug use** carries additional risks of HIV, hepatitis B and C, infection of the heart valves, abscesses, and sepsis.

Depressants and Benzodiazepines

Depressants (benzodiazepines such as Xanax, Valium, and Klonopin — sometimes called “bars” or “downers” — along with barbiturates, GHB, and Rohypnol) slow the central nervous system. Effects include decreased heart and breathing rates, lowered blood pressure, slowed reactions, confusion, slurred speech, impaired memory, distortion of reality, and loss of consciousness. Overdose causes respiratory depression, coma, and death.

Depressants combined with alcohol or opioids are a leading cause of fatal overdose and can be lethal at doses each substance alone would survive. Abrupt withdrawal from benzodiazepine or barbiturate dependence can cause seizures and can be life-threatening and must be medically supervised. Counterfeit benzodiazepine tablets frequently contain fentanyl. GHB and Rohypnol are associated with drug-facilitated sexual assault.

Hallucinogens and Synthetic Chemical Drugs

Hallucinogens and synthetic chemical drugs (LSD, psilocybin, PCP, ketamine, DMT, synthetic cannabinoids such as K2 and Spice, and synthetic cathinones such as bath salts) interrupt the functions of the part of the brain that governs perception, intellect, and instinct. They may result in distorted or dulled senses, incoherent speech, impaired coordination, self-inflicted injuries, anxiety and panic, depression, violent behavior, paranoia, hallucinations, increased heart rate and blood pressure, convulsions, coma, and heart and lung failure. A single episode can be followed by persisting perception disorder or prolonged psychosis.

Synthetic cannabinoids and synthetic cathinones are especially unpredictable: the chemical composition vary from batch to batch, the effects are frequently far more severe than the plant drugs they are marketed to imitate, and clusters of severe bleeding, kidney failure, seizures, and death have been reported. PCP and ketamine blunt pain perception, which leads users to sustain serious injuries without recognizing them.

Inhalants

Inhalants (abusable glue, aerosol paints and sprays, solvents, correction fluid, cleaning fluids, gasoline, butane, nitrous oxide, and nitrites) are absorbed rapidly through the lungs. Immediate effects include dizziness, slurred speech, disorientation, loss of coordination, hallucinations, nausea, and headaches.

Because inhalants displace oxygen and make the heart abnormally sensitive to adrenaline, a single session can cause fatal cardiac arrhythmia — known as sudden sniffing death — and a first use can kill. Chronic use damages the white matter of the brain, producing lasting cognitive impairment, and injures the liver, kidneys, heart, bone marrow, and peripheral nerves; hearing loss and limb spasms occur. Nitrous oxide misuse depletes vitamin B12 and causes nerve damage and paralysis. Paris Junior

College policy specifically prohibits abusable glue, aerosol paint, and any other volatile chemical substance used for inhalation.

Anabolic Steroids and Performance-Enhancing Substances

Anabolic steroids seriously affect the liver and the cardiovascular and reproductive systems. Risks include liver damage and tumors, elevated cholesterol, high blood pressure, enlarged heart, heart attack, and stroke; severe acne and tendon rupture; sterility in both males and females and impotence in males; halted bone growth in those who have not finished developing; and aggression, mania, paranoia, and depression during withdrawal. Performance-enhancing substances, including steroids, are prohibited by College policy.

Tobacco and Nicotine Products

According to the Centers for Disease Control and Prevention, cigarette smoking causes more than 480,000 deaths in the United States each year — about one in every five deaths — including more than 41,000 deaths from secondhand smoke exposure. Smoking causes coronary heart disease and stroke; chronic obstructive pulmonary disease, including emphysema and chronic bronchitis; and cancers of the lung, larynx, esophagus, oral cavity, bladder, pancreas, kidney, stomach, cervix, colon and rectum, as well as acute myeloid leukemia.

Nicotine is highly addictive and affects brain development into the mid-twenties. Electronic cigarettes and vaping products can deliver nicotine at high concentrations and have been associated with serious lung injury.

Polysubstance Use

Most fatal overdoses involve more than one substance. Alcohol taken with depressants or opioids multiplies respiratory depression; a stimulant taken with an opioid can mask the sedation that would otherwise warn of an overdose; and because the illicit drug supply is unregulated and increasingly contaminated with fentanyl, a person combining substances cannot know the actual dose or contents of what they are taking.

Sources and Further Information

- National Institute on Alcohol Abuse and Alcoholism (NIAAA) — niaaa.nih.gov
- National Institute on Drug Abuse (NIDA) — nida.nih.gov
- Substance Abuse and Mental Health Services Administration (SAMHSA) samhsa.gov.
 - The SAMHSA National Helpline, 1-800-662-HELP (4357), provides free, confidential, 24-hour treatment, referral and information.
- Centers for Disease Control and Prevention (CDC) — cdc.gov
- PJC Advising and Counseling Center — counseling@parisjc.edu, 903-782-0426
- PJC Addiction and Recovery resources — parisjc.edu/counseling/addiction.php

Counseling, Treatment, and Referral Resources

Paris Junior College provides students and employees with access to counseling, treatment, rehabilitation, and referral services for alcohol and other drug concerns. The College recognizes that alcoholism and drug or controlled substance dependency are illnesses, and it maintains channels of referral for help; it remains the student's or employee's responsibility to seek assistance. Information concerning a student's or employee's diagnosis, referral, treatment, and medical records is kept strictly confidential.

For Students

- Advising and Counseling Center. Licensed Professional Counselors and Licensed Clinical Social Workers provide short-term, confidential personal counseling to currently enrolled students. Substance misuse is among the concerns the office addresses directly, along with anxiety and depression, grief and loss, stress management, trauma, and suicidal thoughts. Counselors are based on the Paris campus and schedule appointments at the Greenville and Sulphur Springs locations, and are available daily by phone, email, and Zoom.
 - counseling@parisjc.edu | 903-782-0426 | Paris campus
 - Confidentiality may not be maintained where a student discloses intent to harm self or others.
- Outpatient and inpatient referral. To supplement the services its counselors, provide, the Advising and Counseling Center makes referrals to third-party mental health and substance use treatment providers in the student's geographic area, including both outpatient and inpatient care.
- Addiction and Recovery resource page (parisjc.edu/counseling/addiction.php). A standing online resource listing recovery support tools and local treatment options, including:
 - Branches Greenville at Glen Oaks Hospital — evening group therapy for mental health and substance and alcohol use, led by master's-level clinicians, covering trauma, anxiety, depression, grief, and stress management. Monday, Tuesday, and Thursday, 6–9 p.m., in person or virtual. 301 E. Division St., Greenville. Information and assessment: 903-454-6000.
 - Recovery and sobriety support applications, including AA/NA Live! Recovery Meetings, Recovery Path, Nomo, and I Am Sober.
- Alcohol and Drug Abuse Prevention page (parisjc.edu/counseling/prevention.php). Hosts the College's alcohol and other drug prevention video, which covers the harmful effects of alcohol and drugs and directs students to support services.
- Local Mental Health Resources page (parisjc.edu/counseling/resources.php). Identifies the nearest mental health authority for each PJC location and provides treatment-locator directories for Texas.
- Behavioral Intervention Team (BIT). Students, employees, and visitors may report behaviors that indicate a potential risk or cause for concern, including substance use concerns, to bit@parisjc.edu.

- 24/7 crisis lines (parisjc.edu/counseling/hotlines.php). Includes the 988 Suicide and Crisis Lifeline and national hotlines for domestic violence, sexual assault, veterans, and LGBTQ callers.

For Employees

- Human Resources referral. Where personal or behavioral problems begin to affect an employee's work because of substance or alcohol abuse, the employee should be referred to the Executive Director of Human Resources for assistance and referral to local community professionals. Human Resources works with the college counselor and area mental health professionals to connect employees with help for substance abuse problems.
 - The employee is responsible for any cost or fees incurred for professional services outside the College.
- Leave for treatment or rehabilitation. Under the College's leave policy (DEC), employees may use accumulated sick leave or take a reasonable leave of absence without pay for the purpose of treatment or rehabilitation, as they would for any other illness.
- Assurance of nonretaliation. The College gives the same consideration to persons with substance abuse problems as it does to employees with other health problems. Seeking assistance for such problems will not jeopardize an employee's job, whereas continued performance, attendance, or behavioral problems will.
- New employee wellness materials. New employees receive a wellness package along with information on the College's drug and alcohol policy and the Alcohol and Other Drug Prevention Program.
- ERS does not send wellness communications to employees at the present time and did not during the review period.
- Community providers. Employees and their families may also access the community treatment resources listed below.

Community and Regional Providers

Lakes Regional Community Center is the local mental health authority for the counties served by all three PJC locations and provides substance use disorder services at each site.

- Lamar County — Paris campus. Lakes Regional Community Center, Paris MH Evaluation Center, 395 N. Main, Paris, TX 75460.
- Hunt County — Greenville Center. Lakes Regional Community Center, Greenville MH Clinic, Substance Use Disorder Services. Greenville Service Coordination Office, 2824 Terrell Parkway, Suite 305, Greenville, TX 75402.
- Hopkins and Delta Counties — Sulphur Springs Center. Lakes Regional Community Center, Sulphur Springs MH Clinic, Substance Use Disorder Services, 655 Airport Rd., Sulphur Springs, TX 75482.
- Red River County. Community Healthcore.
- Fannin County. Fannin County Crisis Center; Texoma Community Center.

- Glen Oaks Hospital, Greenville. Inpatient and outpatient behavioral health and substance use treatment, including the Branches evening group therapy program described above.
- 988 Suicide and Crisis Lifeline. Call or text 988, available 24 hours a day.

Paris Junior College does not endorse any external provider. It is the individual's responsibility to research and makes informed choices based on the information provided.

Drafted for the PJC Biennial Review, 2023–2026, to satisfy the disclosure required by 34 CFR § 86.100(a)(4). Content drawn from parisjc.edu (Counseling; Addiction & Recovery; Alcohol & Drug Abuse Prevention; Local Mental Health Resources; Counseling Hotlines), the PJC Substance Abuse Policy and Procedures (Policy DH), and the PJC Employee Procedures Handbook. Verified September 28, 2026.

Statement of Student Disciplinary Sanctions — Alcohol

State law shall be strictly enforced on all property controlled by the College District in regard to the possession and consumption of alcoholic beverages. Depending on the circumstances and severity of the alcohol offense, Paris Junior College may impose one or more of the following sanctions:

Offense	Sanction
1 st possession/use of alcohol in any form on campus or any sanctioned event	After a due process hearing, \$50 fine and student may be placed on disciplinary probation
2 nd possession/use of alcohol in any form on campus or any sanctioned event	After a due process hearing, \$100 fine and suspension from PJC for one calendar year with referral to a professional counselor
1 st offense for sale and/or distribution of alcohol	After a due process hearing, results in suspension from PJC for one calendar year

Discipline may include referral to drug and alcohol counseling or rehabilitation programs or student assistance programs, suspension, expulsion, and referral to appropriate law enforcement officials for prosecution.

Related Discipline Policies:

[FM – Discipline and Penalties \(Legal\)](#)

[FM – Discipline and Penalties \(Local\)](#)

[FMA – Discipline and Penalties: Discipline Procedures \(Legal\)](#)

Statement of Student Disciplinary Sanctions — Illicit Drugs

Students who violate the Paris Junior College Drug and Alcohol policy are subject to college disciplinary action and prosecution according to the law. Student sanctions the college may impose for illicit drug use and abuse depend on the circumstances and severity of the offense:

Offense	Sanction
1 st possession/use of a controlled illegal drug (Texas statutory law) on campus or at a sanctioned activity	\$50 fine, placed on disciplinary probation for at least one calendar year, possible removal from campus housing, referral to a professional counselor as condition for remaining at PJC
2 nd possession/use of a controlled illegal drug (Texas statutory law) on campus or at a sanctioned activity	\$100 fine, disciplinary suspension from college for one calendar year, referral to professional counselor as a condition for returning to PJC.
1 st offense for selling/distribution of illegal drugs on campus or at a sanctioned activity	Expulsion, which bars readmission to PJC, and criminal charges may be filed
1 st offense Drug/paraphernalia	\$50 fine & possible removal from campus housing
2 nd offense Drug paraphernalia	\$100 fine & dismissal from school

A student may be subject to discipline for violations of College District policies and procedures, including the rules outlining expectations for student conduct. Such disciplinary action may include referral to drug and alcohol counseling or rehabilitation programs or student assistance programs, suspension, expulsion, and referral to appropriate law enforcement officials for prosecution.

PJC Employees & a Drug-free Workplace

Paris Junior College is committed to maintaining a safe, healthy, lawful, productive working and educational environment for its students and employees. Studies have shown that excessive use of alcohol and use of illegal drugs and controlled substances increases the potential for accidents, absenteeism, tardiness, unsatisfactory performance, inefficiency, poor employee morale, and damage to the College's reputation.

The use, possession, and/or distribution of controlled substances which are not medically necessary and prescribed by a licensed physician are prohibited on campus. It is further the policy of the College to prohibit the possession, consumption, or distribution of alcoholic beverages on its campuses. The following guidelines apply:

1. The College recognizes that alcoholism, drug and/or controlled substance dependency are illnesses or “disorders”, and the College will seek to provide channels of referrals for help; but it is the student’s or employee’s responsibility to seek help.
2. Students and employees are prohibited from reporting to class or work under the influence of alcohol, drugs, or controlled substances.
3. As outlined in the College’s leave policy (DEC), employees may utilize accumulated sick leave or a reasonable leave of absence without pay for the purpose of treatment or rehabilitation as in any other illness.
4. If an indefinite suspension or termination of employment is contemplated because of alleged drug or alcohol possession, distribution, or use on campus, and evidence of such allegation is not clearly established, then grounds for an indefinite suspension or termination should be poor performance and strictly a work-related or academic issue as opposed to alleged drug or alcohol use.

Faculty or staff who violate the Paris Junior College Drug and Alcohol Policy while on official duty, or at any school-related event outside of usual working hours, are subject to College District–imposed discipline as determined by their supervisor(s) and the college president.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance, and may be subject to disciplinary sanctions that include:

- Referral to drug and alcohol counseling or rehabilitation programs;
- Referral to employee assistance programs;
- Termination from employment with the College District; and
- Referral to appropriate law enforcement officials for prosecution.

Obligations to the Drug-Free Workplace Act of 1988

As a recipient of federal grant funds, Paris Junior College is also subject to the Drug-Free Workplace Act of 1988, 41 U.S.C. §§ 8103 and 8104, implemented by the U.S. Department of Education at 34 CFR Part 84.

The College is required to maintain a drug-free workplace, publish a statement prohibiting the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the workplace and the penalties for violating it, and provide a drug-free awareness program.

As a condition of employment on a federal grant, an employee must notify the College of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after the conviction; the College must in turn notify the granting agency within ten days of receiving that notice, and within thirty days must either take appropriate personnel action against the employee, up to and including termination, or require the employee to participate satisfactorily in an approved drug abuse assistance or rehabilitation program.

Failure to meet these requirements may result in suspension of grant payments, termination of the grant, or suspension or debarment from federal grants for up to five years. College policy requires employees to report an arrest, indictment, conviction, or plea within three calendar days — a standard both faster and broader than the federal minimum.

Procedures for Distributing AOD Policy to Students and Employees

Annual disclosure to students

Every Paris Junior College student enrolled in at least one for-credit course receives the DFSCA Annual Disclosure at their PJC student email account. That includes dual credit and online students. The disclosure goes out after Official Reporting Day in each fall and spring semester, and again for the second 8-week sessions and the summer sessions.

Send dates and recipient counts weren't consistently kept for every term in AY 2023–2024 through AY 2025–2026. Better tracking of these notifications is carried forward as a recommendation.

In Fall 2026, emails were sent to employees on September 9 and to students on September 10. Better tracking is a recommendation and has already started from this point forward.

Online resources

- **AOD Prevention video:** Watch [PJC's Alcohol & Other Drug Prevention video on YouTube](#).
- **"Choose Well" program:** Learn about PJC's "Choose Well" drug and alcohol prevention education program on the [PJC DFSCA web page](#).
- **Addiction & Recovery:** Find resources for students and employees on PJC's [Addiction & Recovery web page](#).

Instruction in the Learning Framework course

All new academic students at PJC are required to take EDUC/PSYC 1300 Learning Framework. One lesson in the course covers health and wellness, including the health risks of alcohol and drug use.

Risk management training for student organizations

Every year, PJC provides risk management training to faculty and staff advisors and student leaders of registered student organizations, as Texas Education Code §51.9361 requires. The training covers possession and use of alcohol and illegal drugs and the penalties that can apply. Each advisor and student representative then shares the information with their organization's full membership. The Student Government Association, Phi Theta Kappa, and the African-American Student Union took part in all three years of the review period. This is done prior to December 1 annually.

Distribution to employees

PJC tells employees where to find the Drug and Alcohol Policy and the Drug and Alcohol Abuse Prevention Program. Employees sign an acknowledgement form each year at convocation, and Human Resources keeps a record of each employee who has received and read the policy.

Dates of employee disclosure of Drug & Alcohol policy and prevention:

- 8/18/2023 – Convocation Date
- 8/19/2024 – Convocation Date
- 8/22/2025 – Convocation Date
- 8/21/2026 – Convocation Date

Every new employee completes a new-employee packet — including the Substance Abuse Policy, which they must read and sign — before beginning work, with a checklist confirming the information was reviewed and questions were answered. The packet also includes employee welfare information, a Drug-Free Workplace Notice, and sources for information on illegal drugs.

All full-time employees re-sign the policy at the start of each academic year, and the Director of Human Resources reviews all employees, full- and part-time, to confirm the Substance Abuse Policy has been read and acknowledged.

Academic Year	Employees With Signed Acknowledgement Forms
2023–2024	98% (197 employees)
2024–2025	95% (207 employees)
2025–2026	94% (234 employees)

Employee Training modules (SafeColleges – Vector)

The SafeColleges (Vector training) online program gives PJC a technologically efficient way to ensure that every employee hired to work at PJC — except for student workers — is enrolled in SafeColleges training.

HR enters all new employees into the Vector system when they are processed and receive a PJC email address. They are given 30 days to complete all training as a new hire. They are assigned annual training each September 1st in subsequent years.

All employees are scheduled to complete the following modules:

- AED
- Discrimination Awareness in the Workplace
- Drug-Free Workplace

- FERPA
- Hazing Awareness and Prevention
- Medication Administration: Naloxone
- Mental Well-Being for Faculty & Staff
- RespectEdu for Faculty & Staff: Title IX and Clery Act
- Severe Bleeding Response: Wound Packing and Tourniquet Use
- Suicide Awareness, Prevention and Postvention
- Aftermath of Trauma
- Workplace Violence Prevention.

Academic Year	Completed SafeColleges Training Modules
2023–2024	91% (30 employees did not complete)
2024–2025	80% (80 employees did not complete)
2025–2026	82% (75 employees did not complete)

To encourage completion for AY 2026-2027, Human Resources is notifying Vice Presidents of employees not completing training and also added it as an item on the performance evaluation in 2026.

Programs and Services to Reduce Alcohol and Drug Use

Paris Junior College supports a healthy, safe campus through the following programs and services:

- **Substance-free activities.** Student Activities offers social and recreational events such as movie nights and bowling.
 - These give students substance-free alternatives. The Baptist Student Ministry and the Wesley Center, in the Religious Activities Center next to campus, also support students.
- **Counseling and referral.** The Advising & Counseling Center provides free, confidential short-term counseling for students, including for substance use.
 - When more care is needed, it refers students to outpatient and inpatient treatment. Employees can use the same services through a Human Resources referral.
- **Behavioral Intervention Team (BIT).** Students, employees, and visitors can report concerns about a student to bit@parisjc.edu, including concerns about substance use. The team coordinates follow-up and support.

- **Student conduct.** The Director of Student Life serves as the Student Conduct Officer and handles alcohol and drug violations under the College's published sanction schedule.
 - Sanctions depend on how serious the violation is and whether the student has prior violations. They range from a warning to expulsion.
 - The goal is to hold students accountable and protect everyone's right to a healthy, safe, and lawful campus.
- **Campus Police.** PJC Police serve all three locations, with 24-hour coverage at the Paris campus, the only location with residence halls. Officers enforce College rules and state law and respond to alcohol and drug reports.
 - Every referral goes to Student Life for conduct review, whether criminal charges are filed or not.
- **Residence life.** A housing supervisor lives in the residence halls, enforces residence hall policies, and reports conduct concerns to Campus Police and the Director of Student Life.
 - Before being admitted, prospective residents must pass a criminal background check under a Board-approved policy.
- **Athletics.** Student-athletes follow a code of conduct that bans illegal drugs and alcohol on campus and at team activities.
 - Each athlete signs the “Expectations and Goals of Paris Junior College Student-Athletes” agreement every year: 126 athletes in 2023–2024, 138 in 2024–2025, and 133 in 2025–2026. The agreement requires athletes to be free from drug and substance abuse, states the College’s zero-tolerance policy for drug possession and use, and notes that athletes may be drug tested at random.
 - Random drug testing is conducted by an outside third-party provider. Student-athletes are selected at random and gathered for testing. Twenty-one (21) tests were completed in fall 2023. There was one positive drug test and one student who did not take the test. At this time, the result of this misconduct was not known for 2024-2025 or 2025-2026.
 - Student-athletes attend the mandatory AOD session for residence hall students, presented by the Director of Student Life and the Chief of Police.
 - The NJCAA and PJC’s athletic conference do not impose separate substance use education or testing requirements. Athletics does not have separate travel or away-event alcohol and drug rules; the same rules apply on and off campus.
 - Athletics can add team sanctions to the conduct process, such as game suspensions, extra study hall, and required alcohol education.
- **Employees.** Human Resources reviews the Drug and Alcohol Policy with employees at convocation each year.
 - Employees also complete the Drug-Free Workplace module through SafeColleges (Vector) when hired and each September after that.

- New employees get a wellness packet and the College's drug and alcohol policy before they start work.
- HR works with the College counselor and area mental health professionals to connect employees with help.
- **Health Occupations.** Students in clinical programs follow each clinical facility's requirements, including drug testing and criminal background checks where the facility requires them.
- **Advertising restrictions.** Alcohol and drug advertising is banned on campus.
 - All flyers must be approved by the Student Life Office (Paris) or the Center Directors (Greenville and Sulphur Springs). The required notices are published in the 2026 Annual Security Report (page 16).
- **Event promotions.** For the three years in this review, signs were posted around campus before the event. Plans are to partner with Marketing & Communications to spread the word about these events on email, social media, TVs, flyers, etc.

PJC Alcohol and Other Drug Abuse Prevention Program Activities

PJC seeks to educate the college community about the effects of alcohol and illicit drugs. As a community, we believe that sharing knowledge can contribute to a more responsible approach to alcohol and drugs.

Fall 2023 – Spring 2024

Residence Hall Fall Meeting (209 participants):

- The Alcohol and Other Drug Program addresses college culture, party safety, consent, healthy relationships, and alcohol and drug use, misuse, and abuse. Meeting was held on August 30, 2023.

National Collegiate Alcohol Awareness Week was observed at Paris Junior College the week of November 17, 2023

- 76 students participated Items distributed included 911 Life Line cards, "Click It or Ticket" neck lanyards, "Be Safe, Drive Smart" ChapStick, "Santa Is Coming to Town — Don't Hit Him" bookmarks, and "Save a Life — Don't Drink and Drive" stickers.

A Sexual Assault/Alcohol Awareness video was emailed to all students on October 1, 2023.

Spring Alcohol Awareness Event details: DRIVE SOBER. NO REGRETS.

Campaign- TX DoT provided banners and notebooks with information March 2024 Spring Break Campaign.

Fall 2024 – Spring 2025

Residence Hall Fall Meeting (217 participants):

The Alcohol and Other Drug Program addresses college culture, party safety, consent, healthy relationships, alcohol and drug use, misuse, and abuse. Meeting was held on August 28, 2024.

National Collegiate Alcohol Awareness Week: Week of Oct 14

- TxDot- brought drunk/impaired goggles and obstacles for students to use.
- About 112 students participated from 9-12pm in the Math and Science Foyer

Spring Alcohol Awareness Event:

DRIVE SOBER. NO REGRETS- Tx Dot Spring Break Campaign March 2025

Fall 2025 – Spring 2026**Residence Hall Fall Meeting (228 participants):**

The Alcohol and Other Drug Program addresses college culture, party safety, consent, healthy relationships, and alcohol and drug use, misuse, and abuse. Meeting was held on August 27, 2025.

National Collegiate Alcohol Awareness Week: Week of Oct 12

- TxDot- brought drunk/impaired goggles and obstacles for students to use.
- About 100 students participated from 9-12pm in the Math and Science Foyer

Students Online Training Module Participation Rates

Completion rates for the online module were not satisfactory because of a lapse in administration of the student training platform. A return to the original Vector online training format is planned for the following cycles starting in Fall 2026. All students are scheduled to complete:

- Active Assailant: Run, Hide, Fight for Students
- Alcohol and Other Drugs
- Mental Well-Being for Students
- RespectEdu for Community College Students
- Sexual Assault Prevention for Community College
- Understanding Opioid and Fentanyl Misuse

Violations, Fatalities, and Sanctions

This section reports the alcohol- and drug-related violations and fatalities reported to campus officials, and the sanctions imposed, as 34 CFR § 86.103(b) requires. Two sources are used, and they count different things:

- **Campus Police (Clery) data** counts criminal law violations only, by calendar year, as published in the Annual Security Report.
- **Student conduct data** counts College policy cases handled by the Student Conduct Officer, by academic year.

Criminal Offenses Reported to Campus Police

Calendar Year	Offense Type	Referrals to Student Life	Citations	Arrests
2023	Liquor law	13	13	0
2023	Drug law	0	0	0
2024	Liquor law	2	0	0
2024	Drug law	2	0	0
2025	Liquor law	0	0	0
2025	Drug law	2	0	0

Source of Information: 2026 Annual Security Report, page 26. Clery counts are reported by calendar year.

- A residence hall gathering in spring 2026 will appear in the calendar year 2026 count, which is published in the 2027 Annual Security Report.
- PJC Police do not track drug paraphernalia offenses separately. Paraphernalia tickets are handled through the local court system.
- Paris PD and the Hunt and Hopkins County law enforcement agencies reported no offenses within PJC's Clery geography involving drug or alcohol abuse by PJC students.

Student Conduct Cases and Sanctions

Academic Year	Alcohol Cases (Students)	Drug Cases (Students)	Sanctions Imposed
2023–2024	0 recorded*	0 recorded*	No conduct case files located
2024–2025	0 recorded*	0 recorded*	No conduct case files located
2025–2026	27	4	Alcohol: \$50 fine and disciplinary probation (27); 25 hours of community service (1) Drugs: \$50 fine (3); disciplinary probation without a fine (1) No students were removed from housing

*Campus Police referred 13 students to Student Life for liquor-law violations in 2023, 2 in 2024, and 2 for drug-law violations in 2024 and 2025. Matching conduct case files were not located for the 2023 and 2024 referrals. This is listed as a record-keeping weakness.

All Campus Police referrals go to Student Life for conduct review and are subject to student discipline, including fines, whether a citation is issued or an arrest is made or not.

Fatalities

Year	Alcohol- or Drug-Related Fatalities Reported
2023	0
2024	0
2025	0

Source of Information: 2026 Annual Security Report, page 26. No alcohol- or drug-related fatalities were reported to campus officials in AY 2023–2024 through AY 2025–2026.

Human Resources Incident Reports for Employees

Academic Year	Number of Offenses	Sanctions / Outcomes
2023–2024	0	0
2024–2025	0	0
2025–2026	0	0

Determination of Consistency of Sanction Enforcement

The Student Conduct Officer and the Vice President of Student Services reviewed all alcohol and drug conduct cases adjudicated during the review period against the published sanction schedule. No alcohol or drug conduct case files were located for AY 2023–2024 or AY 2024–2025, although Campus Police referred students to Student Life in those years (see Violations, Fatalities, and Sanctions). In AY 2025–2026, 31 students were sanctioned across three incidents, and all were first offenses:

- Alcohol, 27 students: a gathering in a residence hall in spring 2026.
- Drugs, 2 students: a THC edible incident in fall 2025. One student gave the edible, and one took it.
- Drugs, 2 students: marijuana possession in a residence hall in spring 2026.

The Residence Hall Handbook calls for:

- First alcohol offense: a \$50 fine and disciplinary probation.
- First drug offense: a \$50 fine and possible removal from campus housing.

All 27 students in the alcohol case and three of the four students in the drug cases got the \$50 fine. None was removed from housing. The sanctions departed from the schedule in three places:

- The resident assigned to the room that hosted the alcohol gathering also received 25 hours of community service.

- One student in the edible incident received disciplinary probation but no fine, because the student sought help and did not know what the edible contained. A BIT referral followed.
- The alcohol-case letters don't include probation. The case log records probation for all 27 students, but the signed Statements of Violations and Sanctions list only the fine. They also quote a general "sanctions" statement instead of the handbook's probation language. We have remedied this issue by stating conditional probation on the drug-case letters from March 2026 moving forward.

Athletics set its own team sanctions for the student-athletes: a two-game suspension, more study hall, an alcohol education course, and a visitation ban. Those were separate from the conduct process.

Two off-campus drug arrests were not handled as conduct cases, because FLBE(LOCAL) applies to College premises and College-sponsored events. They also fall outside PJC's Clery geography.

Determination of Program Effectiveness

The Biennial Review Team finds that Paris Junior College's Alcohol and Other Drug Prevention Program was partially effective during the review period (AY 2023–2024 through AY 2025–2026). The required pieces were in place and working policy, annual notification, sanctions, and referral to counseling. The employee side of the program performed well.

Student prevention programming, student training, and program record-keeping did not. With the data available, the team cannot show that student prevention efforts reduced alcohol and drug violations over the period. The strengths and weaknesses are listed below, along with the corrective actions already taken or scheduled.

AOD Prevention Program Strengths

- **Employees.** Human Resources recorded no employee alcohol or drug incidents in any of the three years. Signed policy acknowledgements stayed high: 98% (197 employees) in 2023–24, 95% (207) in 2024–25, and 94% (234) in 2025–26. The policy was presented at convocation each year (August 18, 2023; August 19, 2024; August 22, 2025).
- **Notification.** The DFSCA disclosure goes by DragonMail each term to every student enrolled in a for-credit course, including dual credit and online students. Send records were incomplete for part of the period (see Weaknesses). The Student Handbook has information about alcohol and drug prevention, risks, consequences, and ways to find help. Information was also distributed at New Student Orientation.
 - Every student has access to a Student Handbook including the drug and alcohol policy, distributed in every class during the first two weeks of each semester, including on the online course landing page (e.g., Blackboard), with a link appearing on the log-in page prior to course access.

- The criminal background check policy for prospective residence hall occupants remains in place as a screening step for campus housing.
- **Student organizations.** Advisors and student leaders from the Student Government Association, Phi Theta Kappa, and the African-American Student Union completed the required risk management training (Texas Education Code §51.9361) in all three years.
- **Student-athletes.** Every student-athlete signed the annual Expectations and Goals agreement, which includes the alcohol and drug standards: 126 athletes in 2023–2024, 138 in 2024–2025, and 133 in 2025–2026.
- **Response.** When violations occurred, the conduct process responded. All 31 students involved in alcohol and drug incidents in AY 2025–26 were adjudicated and sanctioned. Athletics added team sanctions and an alcohol education course for the student-athletes involved. No alcohol- or drug-related fatalities were reported in any year.
- **Administrative support.** The administrative team provides leadership and support for prevention efforts. PJC is intentional about involving students in shared governance to promote a culture that reduces drug and alcohol use.

AOD Prevention Program Weaknesses

- **Student training.** The student online training platform lapsed during the period, so there is no reliable completion data for students.
- **Employee training.** Completion of the SafeColleges (Vector) modules, which include Drug-Free Workplace, dropped from 91% in 2023–24 to 80% in 2024–25 and 82% in 2025–26. That is short of the 100% goal. Signed acknowledgements also slipped from 98% to 94% as the workforce grew.
- **No outcome measure.** No student survey on alcohol and drug knowledge or attitudes was given, so the team has no direct measure of whether student programming changed awareness or behavior.
- **Incomplete activity records.** Dates and attendance for residence hall meetings and awareness events were not consistently recorded. Records of the student email notifications were lost during administrative turnover.
- **Incident trend.** Campus Police reported 13 liquor-law referrals in calendar year 2023, 2 in 2024, and none in 2025, plus 2 drug-law referrals in each of 2024 and 2025 (2026 Annual Security Report). Conduct files matching the 2023 and 2024 referrals were not located. In AY 2025–26, conduct records show 27 alcohol cases and 4 drug cases, including a THC edible incident that required medical care. Most of the alcohol cases came from one residence hall gathering in spring 2026, which will be counted in the calendar year 2026 Clery report. Taken together, the incident data doesn't show a downward trend, and the gap between police referrals and conduct files is itself a record-keeping weakness.
- **Reach.** Prevention programming reached residential students more than commuter students at the Greenville and Sulphur Springs centers.

- **Athletics drug testing.** Random drug testing was reported only for fall 2023 (21 tests). No testing was reported for AY 2024–2025 or AY 2025–2026, and test results were not reported.

Changes implemented or underway

- Employee training follow-up. Starting in AY 2026–27, Human Resources notifies each Vice President of employees who haven't completed required training. Training completion was added to the performance evaluation in 2026.
- Student training is restarting. Vector online training for students resumes in Fall 2026.
- Conduct records. Student conduct case management was moving to the Advocate platform, which was configured in spring and summer 2026, so every case and sanction is recorded in one place. The platform was implemented and fully functional for Fall 2026.
- Sanction letters. Starting in March 2026, sanction letters state conditional probation, so the letter matches the published sanction.
- Fentanyl instruction. Research-based fentanyl prevention and drug poisoning instruction for entering students begins in Fall 2026, as Texas Education Code §51.9363 requires. Supporting content was added to the Alcohol & Drug Awareness web page and the Student Handbook.
 - Under Texas Education Code § 51.9363, the instruction may be provided online and by an institution of higher education, a library, a community service organization, a religious organization, a local public health agency, or an organization employing mental health professionals.
- Student-athletes. A student-athlete alcohol and drug training has been developed, with signed acknowledgements and logged completion.
- **Student-athlete agreement.** For the new cycle, the alcohol and drug items in the Expectations and Goals agreement were updated. It now cites Board Policy FLBE, states that athletes may be subject to random drug testing as a condition of participation and says that any violation or positive test is handled under the College's disciplinary procedures (FM/FMA), including written notice, an opportunity to respond, and the right to appeal.
- **Campus Police.** In May 2025, PJC hired a new Chief of Police and restructured the department, growing from a staff of 5 across three campuses to a staff of 8. PJCPD now provides 24-hour coverage at the Paris campus, the only location with residence halls, and officers are expected to be highly visible on campus. The department is updating its records management system for more accurate incident tracking.

Progress on Recommendations from PJC's 2023 Biennial Review

During the 2022-2023 annual review, the Review Committee recommended twelve (12) actions to improve the effectiveness of the College's DAAPP for students and employees. The action plan status of each recommendation is provided on the table below.

Recommendations from 2022-2023 Review	Status
Continue administering a Paris Junior College student survey and adjust based on survey results.	In-Progress - A survey was not administered during lapse in administration leaders. - Researching survey tools and questions with IR.
Add new survey questions to the Student Satisfaction Survey concerning awareness of AOD policy and awareness/participation of AOD student activities.	In-Progress A survey was not administered during lapse in administration leaders.
Send a DragonMail to all students making them aware of when AOD student activities are scheduled.	Ongoing Notifications were sent but tracking was either not accomplished or was lost with the change of administration.
Evaluate the AOD student activity once it is completed.	In-Progress Meet with IR to either survey or use app to gather data.
Provide face-to-face presentations of the AOD program to inactive student organizations.	No longer recommended
Better AOD signage around campus.	Ongoing - Institutional facilities master plan includes improved signage for campus. - Use of digital TV screens around campus are still in use.
Improve record keeping in the student AOD program activities so accurate reports and evaluations can be done as to the effectiveness of the program.	In-Progress Planning with Review Committee for improvements in the future.
Community outreach to engage guest speakers presenting to the students and employees about AOD awareness.	On-going We have guests like TXDOT engage with students and

Recommendations from 2022-2023 Review	Status
	employees about AOD awareness on-going.
Distribute AOD information materials received from TxDOT in the Advising & Counseling Office, Director of Student Life Office, the Human Resources Office, as well as all distance locations.	On-going
Disseminate the Drug and Alcohol Policy and the Drug and Alcohol Abuse Prevention Program email to faculty/staff.	On-going
Human Resources Office will notify the appropriate Vice President about employees who have not completed their SafeColleges training.	On-going • This will be in-progress starting with AY 2025-2026.
SafeCollege training for students needs to be embedded with our Learning Frame Works class for more participations.	In-Progress • Prior administration let the SafeCollege training subscription lapse. We have activated it again as of Fall 2026.

Recommendations for the Next Biennium

Recommendation 2025-2026 Review	Status
Provide research-based instruction related to fentanyl prevention and drug poisoning awareness to entering undergraduate students as soon as practicable during the students' first semester or term at the institution.	In-Progress - Added information to the Alcohol & Drug Awareness webpage which is linked to the student handbook and Counseling pages. - Online training is available specifically for this.
Include where we offer Naloxone (Narcan) and how students may get training on administration of the drug	In-Progress - Every AED has two doses of Narcan available. - All building coordinators (employees) have two doses. - All police vehicles are equipped with two doses of Narcan. - All employees are trained in our mandatory online training.
Remediate the information in the Review, so it is accessible	Not started We will remediate the PDF, but create a plan for making it all HTML for next review
Create a Communications Plan for the "Choose Well" program	Not started

Review of AOD Program

The Biennial Review Team reviewed the 2023–2026 program against 34 CFR Part 86 and confirms the following:

- **Program in place.** PJC has an Alcohol and Other Drug (AOD) Prevention Program aimed at preventing illicit drug use and the misuse of alcohol by students and employees. It includes education, prevention, intervention, and counseling and referral services. Student prevention programming and training were weaker than intended during this period. Those gaps are described under *Determination of Program Effectiveness*, along with the corrective actions. (§ 86.100)
- **Standards of conduct.** The program states clearly that PJC prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on college property or as part of any college activity. See *Standards of Conduct*, *Statement of Student Disciplinary Sanctions*, and *PJC Employees & a Drug-free Workplace*. (§ 86.100(a)(1))
- **Legal sanctions.** The program describes the legal sanctions under local, state, and federal law for unlawfully possessing, using, or distributing illicit drugs and alcohol. See *Legal Sanctions* (Texas, Local, and Federal, including simple possession). (§ 86.100(a)(2))
- **Health risks.** The program describes the health risks of alcohol abuse and illicit drug use, including cannabis, stimulants, opioids and fentanyl, depressants, hallucinogens, inhalants, steroids, nicotine, and using more than one substance at a time. See *Health Risks of Alcohol and Illicit Drug Use*. (§ 86.100(a)(3))
- **Counseling and treatment.** The program lists the counseling, treatment, and referral resources available to students and employees. That includes PJC's Advising and Counseling Center, Human Resources referral, leave for treatment, and community providers serving all three locations. See *Counseling, Treatment, and Referral Resources*. (§ 86.100(a)(4))
- **Institutional sanctions.** The program clearly states the sanctions PJC will impose on students and employees who violate the standards of conduct, up to and including expulsion or termination and referral for prosecution. See *Statement of Student Disciplinary Sanctions — Alcohol*, *Statement of Student Disciplinary Sanctions — Illicit Drugs*, and *PJC Employees & a Drug-Free Workplace*. (§ 86.100(a)(5))
- **Annual distribution.** PJC distributes the program each year to every student enrolled in a for-credit course, including dual credit and online students, and to all employees. See *Procedures for Distributing AOD Policy to Students and Employees*. Records of the student email notifications were incomplete for part of the period, and that is listed as a weakness. (§ 86.100)

- **Biennial review conducted.** The Biennial Review Team carried out this review to:
 - Decide whether the program is effective and what changes are needed (*Determination of Program Effectiveness*, § 86.103(a)(1))
 - Check that sanctions were enforced consistently (*Determination of Consistency of Sanction Enforcement*, § 86.103(a)(2))
- **Violations and sanctions reported.** The review reports the number of alcohol- and drug-related violations and fatalities reported to campus officials, and the number and type of sanctions imposed on students and employees. See *Violations, Fatalities, and Sanctions*. (§ 86.103(b))
- **Availability and retention.** The review is available on request to the U.S. Secretary of Education and the public, and it is posted on PJC's DFSCA web page. Supporting records are kept for three years after the fiscal year in which they were created. See *Availability of Biennial Review*. (§ 86.103(c)–(d))

Availability of Biennial Review

Paris Junior College retains the records required to document this biennial review, including the annual notification content, distribution records, and program and incident data, for three years after the fiscal year in which the record was created, as required by 34 CFR § 86.103(d).

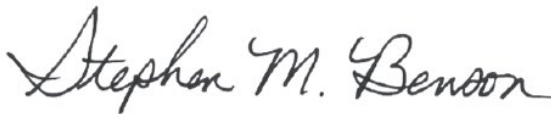
The Biennial Review is kept on file with the Vice President for Student Services office. It is available to students, applicants, parents, employees, the general public, and the U.S. Secretary of Education and to the public, as required by 34 CFR § 86.103(c). [Drug-Free Schools and Communities Act \(DFSCA\) web page](#) and is available upon request from:

- **Lisa Elliott**, Vice President of Student Services (Administration Building, Paris Campus, Ste. 152) — 903-782-0211
- **Kenneth Webb**, Director of Student Life (McLemore Student Center, Paris Campus) — 903-782-0433

Certification

Paris Junior College hereby certifies the information provided here in the AOD Prevention Program's Biennial Review that has been reviewed and is accurate. PJC also certifies that it has adopted and implemented a drug and alcohol abuse prevention program consistent with 34 CFR Part 86, and that this biennial review was conducted in accordance with that program.

Approved by: Dr. Stephen Benson, PJC President



Dr. Stephen M. Benson, President

October 1, 2026

Date