



**CTK HEALTHCARE AND CARRIER INSTITUTE**

# **Drugs & Alcohol Prevention Program**

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## Drug & Alcohol Abuse Prevention Program Policy

Each employee and student will be provided with the following information annually

1. Information about the standards to prohibit the any unlawful possession, use and distribution of illegal drugs and alcohols during school's activities or within school properties
2. Information about he applicable sanctions under federal, state or local law.
3. Information about the health risks
4. Information about the available counselling, treatment, rehabilitation or re-entry program

CTK buildings are designated as drug free zone to compliance with Public Law 101-226. The school abides by all state, federal, and local laws pertaining to alcohol and will enforce underage drinking laws. It is unlawful to possess, use, or distribute illicit drugs on Texas Healthtech Institute property or at any school sponsored event located on the property or any other property. The school prohibits the consumption, possession, and distribution of alcohols in school properties, or any events sponsored by school. Any kind of smoking are banned in CTK classrooms or other facilities occupied by staffs or students. Smoking is allowed in designated areas outside the building.

The use, possession, transfer or sale of any illegal drugs on campus premises or any CTK properties is prohibited. Use of illegal drugs and alcohol abuse may lead to the impairment of any employees or students. As a result there high risk of injury to others, impaired person itself or the third parties. "Impairment" or "being impaired" means that a person's normal physical or mental abilities or faculties while at work have been affected by the use of illegal drugs or alcohol. Impairment of any person while at work is a major violation of the school policy and subject to severe disciplinary action including suspension, dismissal and other disciplinary action under the school policy. Any disciplinary action will be administered at the sole discretion and determination of CTK and may notify to the authorities when required if found violation by Administration.

### School and Legal Sanction

The disciplinary action due to violation of school drug/alcohol policy by employee or students may result in a written reprimand, suspension, dismissal, reduction in pay, expulsion or termination. All illegal activities of substance abuse/ and/ or alcohol could result in criminal prosecution as well, under state and federal laws, including section 22 of the Drug Free Schools and Campuses Act Amendment of 1989 (Public Law of 101-226).

In addition to federal requirements, The Texas Workforce Compensation Commission TWCC Rule 169 (b) requires that Texas employers with Workman Compensation coverage and 15 or more

workers provide a written copy of the Drug-Free Workforce policy to each employee on or before the first day of employment. Texas employers, employees and the Beaumont community at large are also subject to Texas Penal Code, Texas Alcohol Beverage Code Offenses, Texas Health & Safety Code Offenses, and City of Beaumont Code of Ordinances.