Alcohol Policy for Faculty & Staff Regarding Students

Document Number: HMRS-0027 **Date Published(sys):** 1/14/2026

General Description

Policy Summary:

Trinity University's policy is to recognize the importance of the health and safety of the University community, including its students, especially as it relates to the use, possession, or consumption of alcohol. Trinity University expects not only that its students, faculty, and staff will abide by the law with respect to the use, possession, and consumption of alcohol, but also that students, faculty, and staff will adhere to the requirements and spirit of this policy. With this purpose in mind, employees and students must act responsibly and in accordance with this policy in settings involving students and alcohol.

Purpose:

This policy aims to provide guidance for faculty, staff and students in the use, possession and consumption of alcohol.

Scope:

This policy applies to all Trinity University faculty, staff and students

Exceptions:

No exceptions.

Policy Content

General Policy

a. The legal drinking age is 21; thus any person under the age of 21 will be in violation of this policy if they purchase, possess, or consume alcohol on campus or at University-related functions. On campus, students 21 and older may consume approved alcoholic beverages in accordance with the Student Handbook. Providing alcohol to individuals under 21 on campus or at University-related functions violates this policy.

b. Students who are under 21 years of age may be present on campus or at University-related events where alcohol is being served so long as the policies of the establishment or the wishes of the hosting individual permit such students to be present; however, only those individuals who are 21 or older may purchase, possess, be served, or consume alcohol. To the extent events occur at an individual's home, hosts are responsible for having adequate homeowners or renters insurance for the event and ensuring that alcohol is only served to individuals of legal drinking age.

Specific Guidelines

In addition to the General Policy, the following guidelines apply:

1. Sponsored Events - Trinity University departments and department sponsored student organizations may host events where alcohol is served if approved in advance by the Director of Risk Management. When alcohol is served by a person other than Chartwells or a hosting faculty or staff member, it must be at an establishment with a permanent license to sell alcoholic beverages.
2. Informal Settings - Faculty and staff members are expected to use sound judgment, which includes compliance with the law, in informal social settings with students. The General Policy applies to off campus locations such as faculty and staff homes. Faculty and staff who serve alcohol to students are obligated to ensure that all students served alcohol are at least 21 years of age. Trinity employees residing in University housing are prohibited from serving alcohol in their homes to students
3. Trinity University Outings - When students are participating in University-related outings in the United States (for example, retreats, outdoor recreation activities, field trips, music trips, conferences, athletic trips), only those students 21 years or older - who have the prior approval of their University sponsor - may purchase, possess, be served, or consume alcohol, and only at dining establishments that have a permanent license to sell alcoholic beverages. During such an outing, under no circumstances is alcohol allowed in vehicles, lodging, campsites, or other locations.

Disciplinary Action: Any violations of this policy will be addressed through procedures applicable to the individual who violated the policy. For faculty, those procedures are contained in the faculty handbook. For staff, those procedures are outlined in the relevant policy contained in the Human Resources section of the policy portal; for students, those are located in the student handbook. Faculty and staff are subject to established University disciplinary policies and procedures, up to and including termination. In the case of student violations, students may be subject to discipline up to and including termination.

This policy is in addition to any other applicable University policies governing the behavior of faculty, staff, or students.

Illustrations

While all possible scenarios cannot be anticipated, students, faculty, and staff should consider the following illustrations in complying with this policy:

a. Students under 21 may attend events sponsored by Alumni Relations and Development, on or off-campus, but may not consume alcohol. Students 21 years of age or older may consume alcohol at these events at the discretion of Alumni Relations and Development.
b. Only students who are 21 years of age or older may possess or consume alcohol at employment-related recruiting events or during the employment search process, whether on or off campus. Because potential employers always evaluate job candidates, Career Services advises students to avoid alcohol during interactions with potential employers.

Revision Management

Revision History Log:

Revision #:	Date:	Recorded By:
v2.2	1/14/2026 8:29 AM	Pamela Mota
v2.1	12/20/2023 10:32 AM	Pamela Mota
v2.0	7/27/2023 10:25 AM	Pamela Mota
v1.0	8/16/2019 8:24 AM	Kelleebeth Cantu

Vice President Approval:

Name:	Title:
Brandi Jones	Vice President for People, Culture, and Community