



Alcohol Policy for Faculty & Staff Regarding Students

Document Number: HMRS-0027

Date Published(sys): 7/8/2021

General Description

Policy Summary:

It is the policy of Trinity University 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.

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 he/she purchases, possesses, or consumes alcohol on campus or at University-related functions. On campus, students 21 and older may consume approved alcoholic beverages in residence halls (see the full student policy in the Student Handbook for more details and requirements).
- b. Students who are under 21 years of age may be present at events where alcohol is being served so long as the policies of the establishment or the wishes of the hosting employee permit such students to be present; however, only those students who are 21 or older may purchase, possess, be served, or consume alcohol. Any alcohol consumption is always subject to the approval and discretion of the event sponsor or host.

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 will be served by a person other than a hosting faculty or staff member, it must be at an establishment that possesses 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 have the obligation to ensure that all students who are served alcohol are at least 21 years of age.
3. Trinity University Outings - When students are participating in University-related outings (for example, retreats, outdoor recreation activities, field trips, music trips, conferences, and athletic trips) only those students 21 years or older - who have the express, 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 outlined in the respective faculty, staff, and student handbooks and are subject to established University disciplinary policies and procedures, up to and including termination in the case of an employee violation or expulsion in the case of a student violation. Further, 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 who are under 21 years of age may attend events sponsored by the Alumni Office, on or off-campus, but may not consume alcohol. Students who are 21 years of age or older may consume alcohol at these events at the discretion of the Alumni Office.
- 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 and off campus. Because job candidates are always being evaluated by potential employers, Career Services advises students to avoid alcohol use during interactions with potential employers.
- c. In instances where Trinity directly sponsors a program abroad, led by a Trinity faculty or staff member, events hosted by the Trinity program are governed by this Policy just as if the event had been hosted on campus, even if the laws of the particular jurisdiction allow for a younger drinking age.

Revision Management

Revision History Log:

Revision #:	Date:	Recorded By:
v1.0	8/16/2019 8:24 AM	Kelleebeth Cantu

Vice President Approval:

Enter Vice President(s) that are responsible for approving this document

Name:	Title:
Gary Logan	Vice President for Finance & Administration