Drug Free School and Campus Regulation (34 CFR 86) Biennial Compliance Review

2020

Cisco College Policy and Guidelines on a Drug-Free Workplace, School, and Campus

In accordance with the Drug-Free Workplace Act of 1988, (P.L Tm[(-)]TJETBT[(-)]8a]TJETBT[(-)]8a]Tm[(-)Ac

Delivery of marijuana

Minimum: A fine not to exceed $2,000 and/or confinement in jail for a term of not more than 180 days
Maximum: A fine not to exceed $100,000 and imprisonment for life or for a term of not more than 99 nor less than ten years

Offense and Penalties under Federal Law

Possession of drugs (including marijuana)

Minimum: A fine of not less than $1,000 and/or imprisonment for up to one year
Maximum: A fine of not less than $5,000 plus costs of investigation and prosecution, and imprisonment for not more than 20 years nor less than five years

Manufacture, distribution, or dispensing of drugs (including marijuana)

Minimum: A fine of $250,000 and/or imprisonment for up to three years
Maximum: A fine not to exceed $8,000,000 for an individual (or $20,000,000 if other than an individual) and imprisonment for life without release (no eligibility for parole)

Distribution of drugs to a person under 21 years of age

Minimum: Double the federal penalty for distribution of drugs
Maximum:

Possession of marijuana

Minimum: A fine not to exceed $2,000 and/or confinement in jail for a term of not more than 180 days
Maximum: A fine not to exceed $250,000 and imprisonment for life or for a term of not more than 99 years nor less than five years

Delivery of marijuana

Minimum: A fine not to exceed $2,000 and/or confinement in jail for a term of not more than 180 days
Maximum: A fine not to exceed $100,000 and imprisonment for life or for a term of not more than 99 nor less than ten years

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The Cisco College counseling office can provide a listing of area services upon request (Appendix E).

Statement of institutional disciplinary sanctions

The following statement is provided in policy 1.9 of the Cisco College Policy Manual for employees (Appendix A):

Consequences of Chemical Abuse

Employees must report to work in a condition fit for duty. Being under the influence of alcohol or drugs is prohibited. Employees who use or distribute illegal drugs will be discharged. Any drugs confiscated in the workplace will be turned over to law enforcement personnel. If an employee is arrested off the job for drug involvement, it is the employee's responsibility to notify his/her supervisor within 24 hours after the arrest. The college will consider various circumstances surrounding the arrest before taking action. Due to federal regulations, the college must notify the appropriate agency within ten days after receiving notice that an employee has been arrested and convicted of a criminal drug statute. If an employee is under treatment with a drug that could alter his or her ability to do the job, the employee could be subject to reassignment. Employees are encouraged to seek help voluntarily. If a chemical problem comes to the attention of the college but is denied by the employee, the College may consider termination of employment or disciplinary action.

The following sanctions are provided on pages 47-48 in the Cisco College Student Handbook:

Alcohol Policy
Cisco College observes a no alcohol policy on campus for all students. Students found drinking or in possession of alcoholic beverages on campus are subject to disciplinary action from the College, as well as any penalties issued in accordance with Texas State Law. Texas Alcoholic Beverage Codes 106.4 and 106.5 prohibits consumption or possession of alcohol by a minor. Penalties for violation of either of the above codes on the Cisco College Campus could result in arrest and an appearance in Municipal Court with a fine of $120 - $220.

Drug Policy
Use of controlled substances without a valid prescription is prohibited. Students are expected to abide by the rules and regulations of Cisco College and Federal and State Laws regarding the use, sale and distribution of alcohol and controlled substances.

Controlled Substances (Drugs)
Sanctions upon conviction for possession, distribution, or manufacture of controlled substances range from fines to probation to imprisonment. Fines, terms of probation, or years of imprisonment are generally contingent upon the circumstances and the amount of drugs possessed, sold, distributed, or manufactured.

Additional information on Legal Sanctions pertinent to Alcohol and Controlled Substances may be obtained from the Office of Student Life.

Cisco College Sanctions

When the Standards of Conduct regarding alcohol and drugs are violated Cisco College will impose, at a minimum, the following sanctions:

Alcohol 1st Offense

- Attendance and completion of program with a Drug/Alcohol Educator.
- Assignment to Cisco College community service.
- Parents may be notified of the offense.
- Possible removal from residence hall.
- Completion of sanctions is required for the student to remain in residence hall.
- Depending on extenuating circumstances, additional sanctions may be imposed.

LEGAL SANCTIONS

Minors convicted for possession or consumption of alcoholic beverages may be subject to fines ranging from $25 to $500 depending on the number of previous convictions. Convictions for selling to Minors may subject individuals to fines ranging from $100 to $1000 and to a maximum of one year in jail. Convictions for Driving While Intoxicated may subject individuals to fines ranging from $100 to $2000 and to

Biennial program review responsibility

The Vice President for Student Services is responsible for conducting the biennial program review of the Cisco College Drug and Alcohol Prevention Program.

Employees must report to work in a condition fit for duty. Being under the influence of

Appendix C

Drug Free Campus and Workplace Brochure/Electronic Newsletter

JULY 2020

Cisco College Division of Student Services

Drug-Free Workplace and Campus

POSSIBLE HEALTH RISKS OF ALCOHOL AND DRUG ABUSE

STIMULANTS ("uppers")

Amphetamines (Dexedrine, Desoxyn, Biphetamine)

How taken?

By mouth or injection

What physical effects?

Increased heart rate and blood pressure, loss of appetite, increased activity

Feeling of alertness, self-confidence, sometimes followed by depression

Hallucinations, paranoia, temporary mental derangement as a result of heavy doses

What risks from abuse?

User can go beyond physical limits and suffer harmful exhaustion

Tolerance, and physical and psychological dependence can develop; withdrawal from the drug can result in suicidal depression

Continued high doses can cause heart problems, infections, malnutrition, death

Nicotine (in tobacco)

How taken?

By smoking or dipping

What physical effects?

Increased heart rate, blood pressure and shortness of breath

What risks from abuse?

Physical and psychological dependence can develop

Long term dipping or smoking can cause cancer, emphysema, 9 Tm4aF4DC BT-10(t)4(r)4(ca)-7Tm (

Effects are unpredictable – convulsions, respiratory paralysis and death are always possible

DEPRESSANTS

Barbiturates (Phenobarbital, Seconal, Amytal); *Tranquilizers* (Valium, Equanil, Librium); *Methaqualone* (Qualude, Somnafac, Parest, Mequin)

How taken?

By mouth or injection

What physical effects?

Slowed heart rate and breathing, lowered blood pressure

Slowed reactions, confusion, weakened emotional control, distortion of reality, reduced awareness

Relaxation, drowsiness, loss of coordination, intoxication, changes in personality

Sleepiness, feeling of well-being, dizziness, impaired perception

What risks from abuse?

Tolerance, and physical and psychological dependence can develop with long-term use

Depressants can cause car accidents and other serious accidents due to slowed reactions, confusion, and impaired perception

Overdoses can cause coma, respiratory arrest, convulsions, even death

Withdrawal can be dangerous and may require medical attention

Alcohol (beer, wine, other distilled alcoholic beverages)

How taken?

By mouth

What physical effects?

Slowed reactions, confusion, loss of coordination, impaired perception, reduced awareness, dizziness, intoxication, and hangover

What risks from abuse?

Tolerance, physical and psychological dependence can develop

Long-term heavy drinking is a factor in liver and heart damage, malnutrition, cancer and other illnesses

Driving under the influence can cause accidents of slowed reflexes, disorientation, impaired perception, and loss of coordination

Driving under the influence of alcohol is a leading cause of death for persons under the age of twenty-five. Depressants tader

How taken?

By mouth, injection, or smoking

What physical effects?

Increased heart rate, blood pressure, and blood sugar, and irregular breathing

Euphoria, loss of ability to separate fact and fantasy, distortion of senses, hallucination

Effects unpredictable; may include distorted perception, depression, confusion, drowsiness, loss of coordination, irrational behavior, paranoia, panic violence

What risks from abuse?

Tolerance develops quickly and overdose can cause psychosis, convulsions, coma, death

Abuse can result in suicide, murder, accidents

Effects may recur ("flashbacks") days or weeks later without further use of the hallucinogen

NARCOTICS

Heroin, Morphine, Opium Codeine, Meperidine, Methadone

How taken?

By mouth, sniffing, injection, or smoking

What physical effects?

Shallow breathing, drowsiness, and reduced hunger, thirst, and sex drive

Euphoria, lethargy, heaviness of limbs, apathy, loss of ability to concentrate, loss of judgment and self-control

What risks from abuse?

Tolerance with physical and psychological dependence can develop

Withdrawal is very painful

Overdose can cause coma, convulsions, respiratory arrest, and death

Risks from long-term use include malnutrition, infection, hepatitis

CANNABIS

Marijuana, Hashish, Hashish Oil

How taken?

By smoking or mouth

What physical effects?

Increased heart rate, lower body temperature, - stimulated appetite, loss of coordination

Feeling of well-being, intoxication; possible confusion, distortion of reality

Sometimes depression, panic, sometimes mood changes

Large doses may sometimes cause hallucinations

What risks from abuse?

Long-term use may cause moderate tolerance, with physical and psychological dependence

Overdose may cause paranoia, psychosis-like state

Put you in prison
Even kill you

MAKE SURE THAT THE CHOICES YOU MAKE ARE WORTH THE PRICE THAT YOU MAY HAVE TO PAY!

Appendix E

WHAT DRUG AND ALCOHOL COUNSELING, TREATMENT, OR REHABILITATION PROGRAMS ARE AVAILABLE?

Throughout the Cisco and Abilene "Big Country" area, various hospitals, counseling centers, psychiatric centers, churches, and other public/private organizations offer drug abuse and alcohol counseling, treatment, and rehabilitation programs. Information on the services available may be obtained from the Counseling Department of the College. It should be noted, however, that Cisco College does not assume the responsibility for the cost of such counseling, treatment, and/or rehabilitation services.

Resources

Abilene Regional Council on Alcohol and Drug Abuse (ARCADA)
104 Pine St. Suite 210
Abilene, TX 79601
325-673-2242
800-588-8728 (24 hour hotline)

Hendrick Cancer Center
2000 Pine St.
Abilene, TX 79601
325-670-4488
(Tobacco Cessation Classes)

Prevention Resource Center (PRC) for Health and Human Services Commission
Region 2
104 Pine St. Suite 210
Abilene, TX 79601
325-673-3503

Serenity Foundation of Texas – Serenity House
1546 N. 2nd St.
Abilene, TX
325-673-6489
866-795-4673 (24 hour hotline)

Shades of Hope
Buffalo Gap, TX
325-572-3843
800-588-4673

Summer Sky, Inc.
Stephenville, TX
(254) 485-9912
1-800-227-5908 *answered 24/7

Touchstone Ranch Recovery Center
15751 S. US Hwy 281
Hico, TX 76457
(254) 918-2009

TRA Outpatient Program
Brown and Comanche Counties only
901 Ave. B
Brownwood, TX 76801
888-772-8399 (24 hour hotline)

YMCA Intensive Supervision Program
3250 State Street
Abilene, TX 79603
325-677-8144

West Texas Alcoholics Anonymous
325-673-2711 (answered 24/7)

Support Services for Friends and Family
Abilene Al-Anon/Alateen
325-677-2592 (answered 24/7)

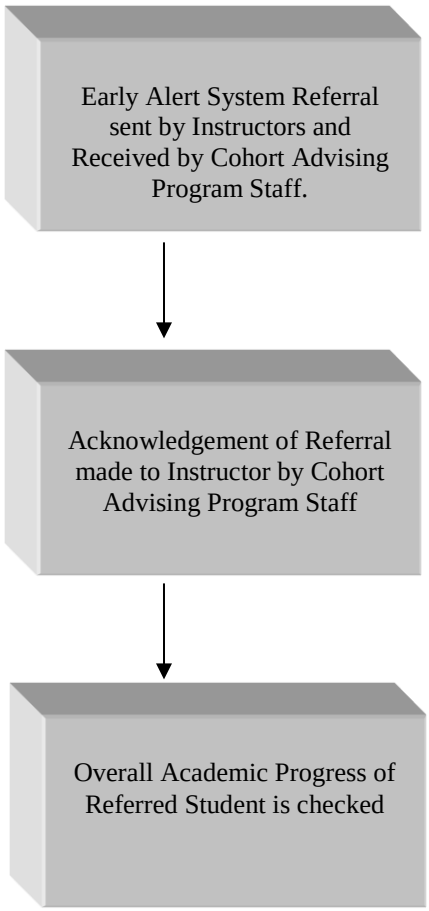
Cisco College Counselors:
Amy Callan Ext. 4409
Christine Mendenhall Ext. 4406
Randy Leath Ext. 4407
Lori Grubbs Ext. 4405 / 5022
Sarah Orsini Ext. 5024
Leigh Dycus Ext. 5023

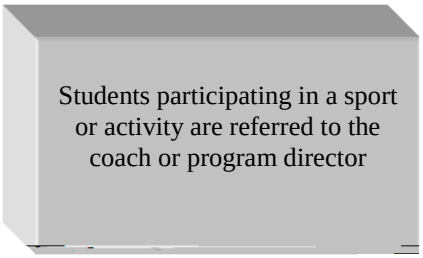
Appendix F

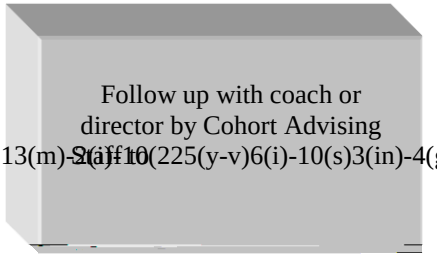
Examples of Cisco College Campus Activities

Appendix G

Cisco College Early Academic Alert Intervention Program Flowchart







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Appendix H

College Disciplinary Policy and Procedures

Cisco College Student Handbook( )]TJETBT1 0 0 1131i3n9.6M700.64[i7/MCID

Each student at Cisco College has the right to enjoy the amenities of the college and

8. Illegally possessing, using, selling, or being under the influence of drugs or narcotics, or possessing drug/narcotics paraphernalia.

9. Possessing or using firearms illegally, weapons or facsimile of weapons, or explosives (including fireworks). Also prohibited, is the use of tasers or mace for any purpose other than personal protection.

10. Congregating or loitering on streets or other public areas of the campus outside of dormitories after 11:00 p.m.

11. Playing of musical instruments, radios, or other electronic devices on the grounds or streets of the campus without specific permission from the Dean of Students for a recognized college activity.

12. Using loud or obscene language.

13. Participation in illegal gambling activities on college property.

14. Incorrigible or persistent irresponsible behavior.

15. Disorderly conduct which inhibits or interferes with the educational responsibility of the college or which disrupts the administrative or service functions of the college, including social education activities.

16. Refusing or failing to comply with a lawful order of any college or public official acting in the enforcement of college policies.

17. Such other prohibitions as the appropriate college agency may establish.

18. All students are required to wear shirts at all time. Clothing must not be vulgar or obscene, and must not contain profanity.

NOTE: REFUSAL OR FAILING TO COOPERATE WITH A COLLEGE OR PUBLIC OFFICIAL AND/OR VIOLENT ABUSE OF ANY NATURE SUBJECTS THE PERSON RESPONSIBLE TO IMMEDIATE EVICTION FROM THE DORMITORY OR CAMPUS

ALCOHOL POLICY

by local, state or federal authorities.

Alcohol 3rd Offense

a. Dismissal from school.
b. Parents may be notified of removal from the institution.

DRUG TESTING PROCEDURE

All student-athletes participating in intercollegiate athletics at Cisco College will be required to submit to drug testing by urinalysis to detect the presence of prohibited drugs. Student-athletes to undergo testing will be chosen on a random basis or with reasonable suspicion by Athletics Department personnel. The student athlete will select a sealed container and submit to an authorized personnel designated by the Athletic Department. Chain of custody procedures will be followed to insure the integrity of the samples.

SANCTIONS FOR A POSITIVE TEST

First Violation

Sanctions can include loss of athletic scholarship, suspension from practice and competition and other sanctions at the discretion of the Athletic Director and Head Coach.

May be removed from the athletic dorm.

Submit to further drug testing.

Referral to the Dean of Student for counseling and sanctions.

Failure to comply with all sanctions will result in a second violation.

Second Violation

Permanent suspension from intercollegiate athletics at Cisco College.

Loss of athletic scholarship.

Referral to Dean of Students/A.D. for sanctions (removal from dorm/school, etc.).

A student-athlete who forfeits athletic participation due to a positive drug test will not be released from the athletics program to participate at another school.

NOTIFICATION OF RESULTS/APPEAL PROCESS

A positive result will be disclosed to the athlete in a closed session with the Athletic Director, Head Athletic Trainer and the Head Coach. The student athlete will be given the opportunity to discuss the results. Every effort will be made to insure the confidentiality of the drug testing results and limited to those included in the closed session. The student-athlete may appeal the results of a positive drug test. In the case of an appeal, the student-athlete must notify the Athletic Director in writing within ten working days. All specimen test expanses will be responsibility of Cisco College however, any re-test as the result of an appeal will be at the expense of the student-athlete. An appeals committee will be made up of an Administrative Representative, the Athletic Director and the Head Coach involved. The student-athlete may address the appeals committee prior to the committee announcing the final decision

- Certain college activities such as dances are open only to members of the college community and the guest of Cisco College students.

- Congregating or loitering on the streets or other public areas of the Cisco campus is prohibited after 11:00 p.m.

Although Cisco College is generally open to the public, the College reserves the right to remove any person from its grounds or facilities who is causing a nuisance and/or danger.

It is the policy of Cisco College that general administrative responsibility for security measures is under the supervision of the Director of Campus Safety/Police Chief. Aside from emergency situations requiring immediate attention, security problems are brought to the attention of the Director of Campus Safety/Police Chief for resolution. Emergency situations are handled as appropriate.

Harrell Fine Arts, Cisco Campus
254-442-5121
Shelli.garrett@cisco.edu

Provost
Dr. Carol Dupree
Abilene Educational Center
Rm 11
325-794-4401
carol.dupree@cisco.edu

Dean of Students
Bryan Cottrell
Student Life Office
254-442-5173
bryan.cottrell@cisco.edu

Director of Campus Safety/Chief of Police
Roger Tighe
Campus Security Office (Cisco Campus)
Memorial Hall
254-442-5034
roger.tighe@cisco.edu

If you believe you have been sexually assaulted or harassed by any member of

Policy Application

This policy applies to all faculty, staff, students, vendors, guests, visitors, individuals, and organizations doing business on behalf of the College at all campus locations. This policy does not apply to commissioned peace officers as defined in article 2.12 of the Texas Code of Criminal Procedures.

Campus Carry Procedures and Responsibilities.

I. Open Carry is Prohibited. All persons, including license holders, are prohibited from openly carrying a handgun in Cisco College campus buildings or on campus premises, including on any public driveway, street, walkway (sidewalk), parking lot, or other parking area on the campus premises.

II. Carrying of Concealed Handgun by a License Holder.

A. Right to Carry. A license holder may carry a concealed handgun while on the campus premises (including public driveways, streets, walkways or sidewalks, parking lots, and other parking areas) and in College passenger transportation vehicles, unless prohibited by state or federal law, or by this policy. License holders are responsible for knowing areas where carrying a concealed handgun is prohibited where notice is not required to be posted.

B. Intoxication. A license holder may not carry a concealed handgun while intoxicated.

C. Display of Concealed Handgun. A license holder may not carry a partially or wholly visible handgun, or intentionally or knowingly display a handgun in plain view of another person, even if holstered, in Cisco College buildings or campus premises, including public driveways, streets, walkways, sidewalks or parking areas, on the premises of the College.

D. Requirement to Display License. A license holder must display his or her License to Carry (LTC) when directed by a law enforcement officer in accordance with section 411.205 of the Texas Government Code. Otherwise, an individual is not required to disclose whether he or she is a license holder in order to participate in any program or service offered by Cisco College, except as required by law.

III. Carrying of Concealed Handgun by Employees. An employee who lawfully holds a License to Carry (LTC) may carry a concealed handgun into his or her work area unless prohibited by law or this policy. An employee whose possession, storage, or use of a handgun results in personal injury or property damage is personally liable for the injury or damage, and is not entitled to immunity under section 411.208 of the Government Code or any other immunity the individual may otherwise be entitled to as a College employee.

IV. Locations and Activities where Concealed Handguns are prohibited. A license holder is prohibited from carrying a concealed handgun on to the campus premises where prohibited by law and where prohibited by this policy based on the nature

of the student population, specific safety concerns, and uniqueness of the campus environment.

V. Concealed handguns are prohibited on Cisco College Premises:

1. at a location where a high school sporting event or interscholastic event (function or program involving elementary, middle, or secondary school students) is taking place as prohibited under section 46.035(b)(2) of the Texas Penal Code, or

2. at a location where intercollegiate, club, and intramural athletic events occur on the campus premises, specifically, on the Cisco Campus, the Gym, outdoor practice facilities, baseball field, softball field, those fields used for intramurals activities and the B.B Owen Rodeo Arena;

3. at a location used as an established place of religious worship as prohibited under section 46.035(b)(6) of the Texas Penal Code;

4. at a location designated as a polling place on the day of a federal, state, or local election, including while early voting is in progress as set out in section
46.03(a)(2) of the Texas Penal Code;

5. at a location where the campus premises is used by a court unless the handgun is carried pursuant to written regulation or written authorization of the court in accordance with section 46.03(a)(3) of the Texas Penal Code;

6. in a location where substances designated as "potentially dangerous to life and health" are present, such as chemistry laboratories or other areas containing toxic substances and/or explosive gasses. Specifically, the following locations:

Cisco College Main Campus

Chemistry lab # 18 Stamey Hall (presence and use of toxic chemicals)
Chemistry lab # 16 Stamey Hall (presence and use of toxic chemicals)
Chemistry store room Stamey Hall (presence and storage of toxic chemicals)
Welding classroom/lab Vo-Tech II building room # 54 (presence, use and storage of industrial gasses in pressurized cylinders)
Automotive Technology classroom and shop (presence, use and storage of industrial gases in pressurized cylinders)
Athletic Training Building (sharps containers, biohazard

potential)

Cisco College Abilene Educational Center

Industrial technologies wing room #'s 132, 134, 135, 136, 138, 140, 142, 143 (presence, use, and storage of industrial gasses in pressurized cylinders)

Exterior HVAC buildings (presence, use, and storage of industrial gasses in pressurized cylinders)

Anatomy and Physiology lab # 144 (sharps containers, biohazard potential)

Chemical prep room #145 (presence and use of toxic chemicals)

Chemistry storeroom # 145B (presence and storage of toxic chemicals)

provided pursuant to this policy is subject to disciplinary action, including trespass from campus, suspension, termination of employment or a business relationship, and is subject to criminal prosecution.

A. Notice required under this policy must read:

Pursuant to Section 30.06, Penal Code (trespass by license holder with

b) Be equipped with a cable tether to facilitate securing and may be secured by either key, combination or biometric lock.

An approved list of firearm storage containers can be located on the college campus safety webpage or in the Student Life Office.

4. A campus housing resident may not intentionally or knowingly display a handgun in plain view of another person in campus housing except as necessary to properly store the weapon in his or her private residential room.

5. A negligent discharge of a firearm on campus or in housing may be considered as grounds for removal from campus. Criminal charges may also be considered.

B. Non-Residents.

1. A license holder who does not reside in campus housing may carry a concealed handgun into campus housing except during periods between the spring and fall semesters if the facility is hosting a summer camp attended by minors.
2. The handgun must be concealed on the non-resident's person at all times and may not be stored in a campus housing room.

C. Responsible for Personal Injury or Damage. A resident or non-resident whose possession, use, or storage of a handgun results in personal injury or property damage is personally liable for the injury or damage. Responsible Party: Vice President for Student Services

IX. Temporarily Prohibiting Concealed

interfere with its staff or faculty in the performance of their duties, or otherwise such gathering bring discredit to the College. Any student who participates in, or loiters in the vicinity of such a gathering may be immediately suspended.

ACADEMIC INTEGRITY

with only minor alterations.

This is not a definitive list; any action that misleadingly implies that someone else's work is your own can constitute plagiarism.

Misrepresentation or Complicity. Misrepresentation is having another person take a quiz or examination or complete a course. Complicity is knowingly helping or attempting to help another to commit an academic integrity violation.

Unauthorized Collaboration. Unauthorized collaboration is sharing quiz or examination questions or answers with another student without the instructor's permission. Unauthorized collaboration includes copying another student's homework without the instructor's permission or allowing another student to copy one's work. It also includes group collaboration on individual assignments without the instructor's permission.

Alteration or Fabrication of Data. Alteration or fabrication of data refers to the submission of data not obtained by the student during the course of research or the deceitful alteration of data obtained by the student during the course of research.

Recycling Work. Recycling, or self-plagiarism, is the reuse of significant, identical, or nearly identical portions of one's own work (including oral reports) from another course or institution without the instructor's permission. Students must seek instructor permission in advance to repurpose previous work. Under no circumstances will the college consider a complaint if repurposed work earns a different grade from the original submission.

Other Academic Misconduct. Other academic misconduct includes, but is not limited to, stealing quizzes or examinations; altering academic records, including grades; sabotaging the work of another student; distributing materials for the purpose of cheating; altering, forging, or misusing college-related documents; intentionally reporting a false violation of academic integrity; and offering a bribe to any college member in exchange for special consideration or favors.

DISCIPLINARY ACTIONS

Violation of the rules, regulations, or policies of the college subjects the student to disciplinary action by an appropriate college official. Classifications of possible actions are as follows:

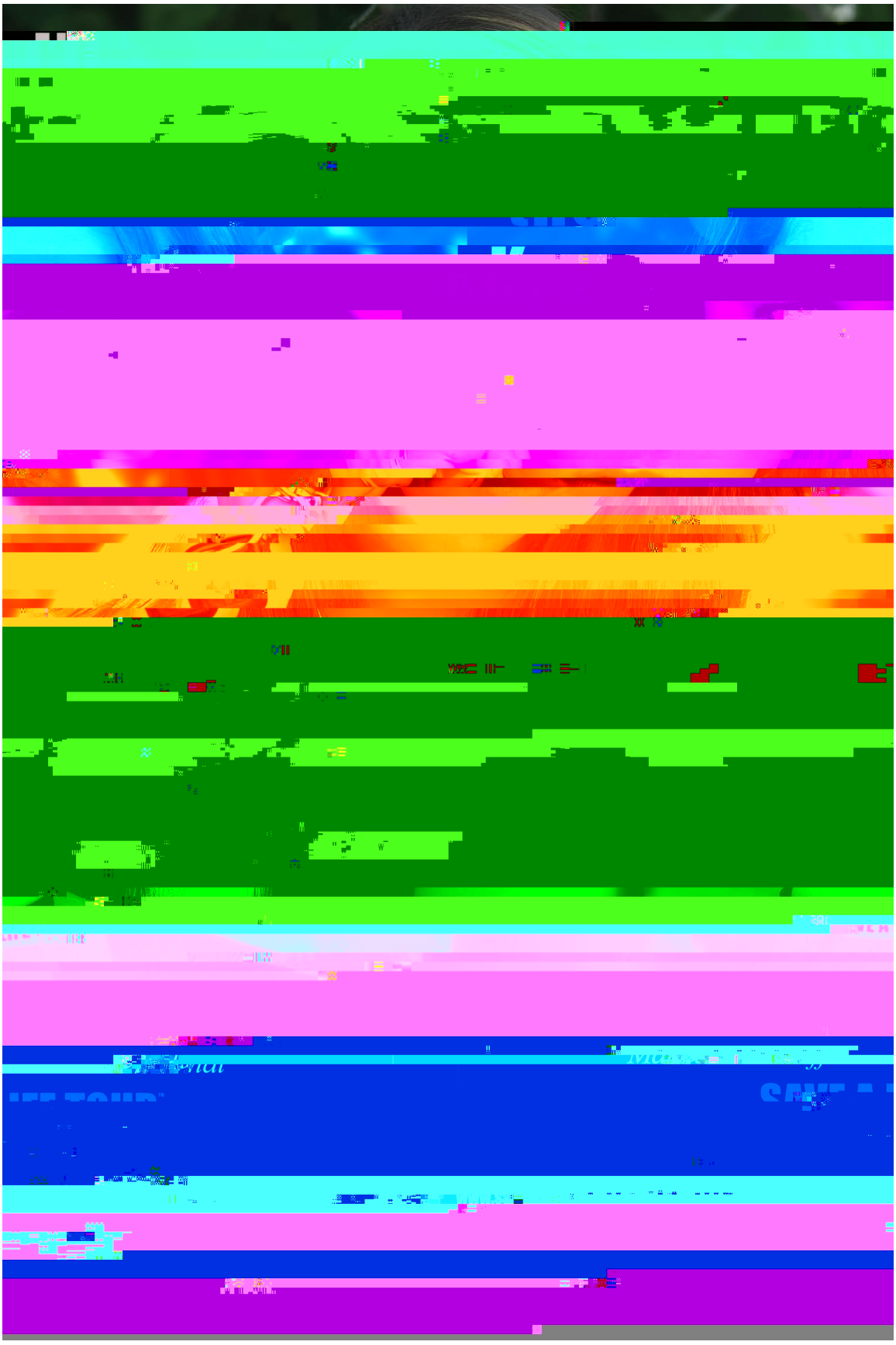
WARNING:

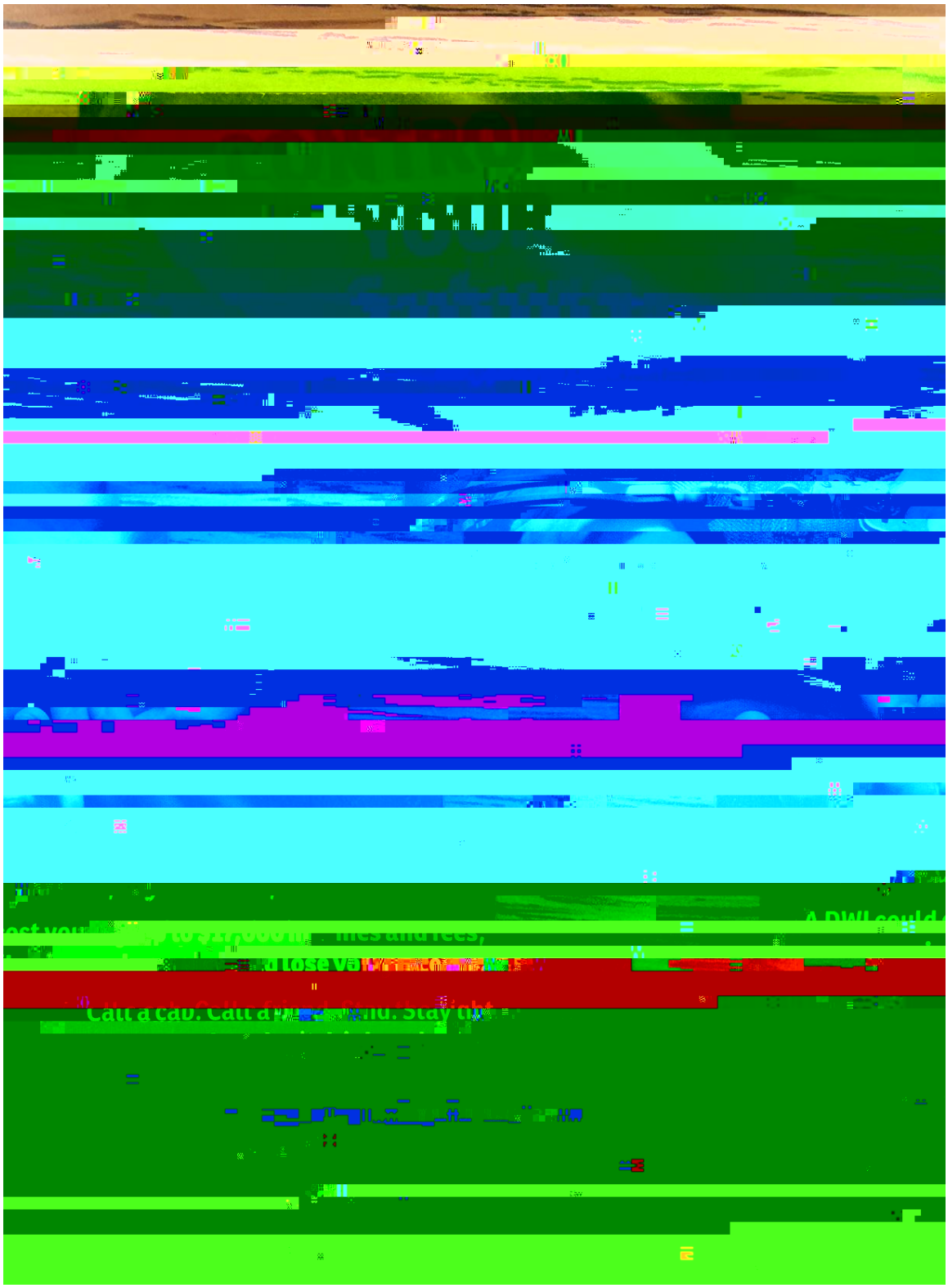
2. Appeal to the Division Chair in writing. The Division Chair will respond to the

Maximum: A fine of not less than $5,000 plus costs of investigation and prosecution, and imprisonment for not more than 20 years nor less tc9p8ner-5(a)4(rs nor)5(l)-11(e)]T

Appendix J

Alcohol and Drug Educational Programming/Proposed Programming





Alcohol and Drug Awareness Program

Survey: https://docs.google.com/forms/d/e/1FAIpQLSe1MXz__MMg-JN0XrS1WdC4GpF5pHuY7PF4jjs-beOwfovog/viewform?vc=0&c=0&w=1&flr=0

Media & Health

Video: https://www.youtube.com/watch?v=qE93ZDoZG2M
Worksheet: http://counties.agrilife.org/eastland/files/2021/03/NW-Media-and-Health-ActivitySheets.pdf
Survey:
https://docs.google.com/forms/d/e/1FAIpQLSenfMxa7Fs2RFTolEEwHlaMoSsjlw9jygCyC0MlCqb sCGtKMg/viewform?vc=0&c=0&w=1&flr=0

Texas A&M AgriLife Extension Service
Eastland County
102 N Lamar Suite 307 Eastland, TX 76448
254-629-2222
Eastland-tx@ag.tamu.edu

The members of Texas A&M AgriLife will provide equal opportunities in programs and activities, education, and employment to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation or gender identity and will strive to achieve full and equal employment opportunity throughout Texas A&M AgriLife

Appendix k

Annual Security Report AOD offense data

CISCO COLLEGE CRIME STATISTICS (Cisco)