

University of Dallas

another, that detracts from the employee's ability to perform the duties of the employee's position, or that tends to bring the University into disrepute, is a violation of this Policy.

3.3.2. **Use of motor vehicles and heavy machinery.** For safety reasons, employees who operate university vehicles or equipment or who work under potentially hazardous conditions are prohibited from consuming alcohol beverages while on the job, even if alcohol is served with meals or on celebratory occasions sponsored by the University.

3.4. **Student-specific restrictions.**

3.4.1. **Immoderate drinking.** Immoderate drinking is prohibited. Immoderate drinking is defined as the use of alcohol, on- or off-campus, in a manner that results in intoxication or in behavior judged to be abusive, offensive, disorderly, unlawful, or dangerous to others and/or themselves.

3.4.2. **Paraphernalia.** The possession of kegs, taps, mounted bottle openers, empty alcohol containers, and similar paraphernalia by persons who are not legally permitted to consume alcoholic beverages is prohibited and such devices will be confiscated.

3.4.2.1. Empty alcohol containers (e.g., steins or wine bottles) that a student can prove, by a preponderance of the evidence, are used exclusively for decoration and not for consumption may be permitted at the discretion of the Dean of Students.

3.4.2.2. Unless possession of the paraphernalia by the student-owner is illegal, the student-owner may be permitted to take the paraphernalia home/remove the paraphernalia from campus.

3.4.3. **Social hosts.** Students hosting a party, whether on campus or off campus, must act responsibly as to the distribution and consumption of alcohol and/or controlled

- 3.5.1. **Aramark-controlled areas.** The consumption of alcoholic beverages is only permitted in the Rathskellar when the alcoholic beverages are provided by the University's food service contractor, Aramark. In addition, such beverages must be consumed in accordance with all applicable laws, regulations, and licensing requirements.
- 3.5.2. **University events.** If a Department, University official, or an official student organization sponsors an event on campus at which fifty (50) or more people are expected, or at which people from outside the University community are expected to attend (e.g., public talks) and that involves the provision or consumption of alcoholic beverages, the Department, University official, or student organization must:
 - 3.5.2.1. Provide written notice at least forty-eight hours prior to the event to the applicable Department Head and the University of Dallas Police Department;
 - 3.5.2.2. Provide non-alcoholic beverages as well (and any advertisements mentioning the provision of alcoholic beverages should also mention the availability of non-alcoholic beverages);
 - 3.5.2.3. Arrange for reasonable methods to prevent persons from possessing, using, or distributing alcohol in violation of al

- 3.5.4.1.3. Students of legal drinking age are not permitted to consume alcohol in the rooms of underage students. Underage students may not be present in a residence where students who are of age are consuming alcohol.
- 3.5.4.1.4. Residence hall and student apartment residents who are of legal drinking age who host a social event in their room or apartment at which there are alcoholic beverages are responsible for seeing that persons under the legal drinking age are not present and that there is no immoderate drinking at the event. The residents assigned to the room or apartment are also responsible for the behavior of their guests, damages, and cleanup.

4. SMOKING RESTRICTIONS

Smoking anything, including, but not limited to, cigarettes, cigars, pipes, cigarillos, and similar products, is strictly prohibited on campus in the following places:

- 4.1. Inside any and all buildings, including, but not limited to, the residence halls and the student apartments;
- 4.2. On the patios and balconies of the residence halls and student apartments, with the exception of Clark Hall;
- 4.3. Within 25 feet of entrances and exits of University facilities, buildings, residence halls, student apartments, and outdoor athletic fields;
- 4.4. Within 25 feet of fresh air intakes and operable windows of University buildings;
- 4.5. Inside any University-owned or leased vehicles; and
- 4.6.

-
3. The Office of Student Affairs and the Office of Human Resources will document participation in educational programs for, respectively, students and employees regarding this Policy and the dangers associated with drugs and alcohol.
-

Enforcing restrictions

1. The Office of Student Affairs and the Office of Human Resources will enforce this Policy as to, respectively, students and employees.
2. The Office of Student Affairs and the Office of Human Resources will maintain records regarding any disciplinary sanctions imposed on, respectively, students and employees, for violations of this Policy.

Monitoring consistency of enforcement and effectiveness of educational programs

1. The Office of Student Affairs and the Office of Human Resources will monitor the consistency of the enforcement of this Policy by their respective offices.
2. The Office of Student Affairs and the Office of Human Resources will monitor the effectiveness of the educational programs provided by their respective offices.

Policy Clarification	Office of General Counsel	(972) 721-5363	hlachenauer@udallas.edu
Students	Office of Student Affairs	(972) 721-5294	studentaffairs@udallas.edu
Employees	Office of Human Resources	(972) 721-5382	hr@udallas.edu
Web Address for this Policy		https://udallas.edu/about/university-policies/index.php	