

## **DRUG AND ALCOHOL POLICY AND PROCEDURE**

### **DRUG-FREE SCHOOLS AND COMMUNITIES ACT**

The Drug-Free Schools and Communities Act Amendments of 1989 mandate that, as a condition to continuing eligibility in the Stafford Loan Program, we certify that we have "adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees." The Act requires a program that, at least, provides that all students and employees receive annually a written statement covering (1) standards of conduct concerning drugs and alcohol; (2) legal sanctions; (3) health risks; (4) available counseling and treatment programs; and (5) disciplinary sanctions that the institution will impose on students and employees. Every two years the institution must conduct a review of its program to determine its effectiveness, implement changes, and insure that disciplinary sanctions are consistently enforced. The following is the program which has been adopted by Westminster Theological Seminary.

### **DRUG-FREE WORKPLACE**

The Drug-Free Workplace Act of 1988 requires that we certify that we (1) maintain a drug-free awareness program to provide information to employees; (2) distribute a notice to employees of prohibited unlawful activities and our planned actions against an employee who violates these prohibitions, and (3) notify the Department of Education and take appropriate action when we learn of an employee's conviction under any criminal drug statute. Westminster Theological Seminary is hereby declared a drug-free college and workplace and, as such, has adopted the following program. For more information, please visit the U.S. Department of Education's Higher Education Center for Alcohol and Other Drug Prevention ([www.edc.org/hec](http://www.edc.org/hec)).

### **STANDARDS OF CONDUCT**

The *unlawful* possession, use, or distribution of drugs by students and employees on or off Seminary property or as a part of any Seminary activity is prohibited. The *unlawful* possession, use, or distribution of alcohol by students and employees under the age of 21 on or off Seminary property or as a part of any Seminary activity is prohibited. Further, alcoholic beverages are prohibited in any Seminary building as is consumption on Seminary property.

Students and employees are reminded that members of our community differ in their convictions about the lawful use of alcohol. Some have formulated positions which require them to abstain from its use. Others disagree. Therefore, students and employees are requested to consider the consciences of others in their company. Those who abstain from its use are requested not to condemn those who differ with them. Those who have not formulated positions requiring abstinence are requested to apply restraint whenever prudence, or concern for another, warrants it.

### **LEGAL SANCTIONS**

Any student or employee who unlawfully possesses, uses or distributes illicit drugs or alcohol will be subject to criminal sanctions provided by federal, state, and local law in accordance with the Controlled Substance Act. The sanctions under the federal Controlled Substances Act include imprisonment of up to life and fines for each violation. Under the Pennsylvania Controlled Substances, Drugs, Device, and Cosmetic Act, a person may be imprisoned for up to 15 years or fined up to \$250,000 for each violation.

For updated information regarding the federal Controlled Substance Act, and penalties for the possession and trafficking of illicit drugs, please visit the U.S. Drug Enforcement Agency's web address (<http://www.usdoj.gov/dea/pubs/csa.html>). For information regarding the Pennsylvania Controlled Substances, Drugs, Device and Cosmetic Act, please visit the Pennsylvania Department of Health's website (<http://www.health.state.pa.us/pdf/ddc/ddcAct.pdf>).

### **HEALTH RISKS**

Westminster Theological Seminary has obtained the following health risk information from the U.S. Drug Enforcement Agency. For updated materials, visit the "Drugs of Abuse" website at (<http://www.usdoj.gov/dea/pubs/abuse/chart.htm>).

## HEALTH RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS AND ALCOHOL

*Obtained October 26, 2007, from (<http://www.usdoj.gov/dea/pubs/abuse/chart.htm>)*

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
<b>Narcotics</b>					
Heroin	High	High	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Morphine	High	High			
Hydrocodone	High	High			
Hydro-morphone	High	High			
Oxycodone	High	High			
Codeine	Moderate	Moderate			
Other Narcotics	High-Low	High-Low			
<b>Depressants</b>					
<i>gamma</i> Hydroxybutyric Acid	Moderate	Moderate	Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Benzodiazepines	Moderate	Moderate			
Other Depressants	Moderate	Moderate			
<b>Stimulants</b>					
Cocaine	Possible	High	Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increased body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamine/ Methamphetamine	Possible	High			
Methylphenidate	Possible	High			
Other Stimulants	Possible	Moderate			
<b>Hallucinogens</b>					
MDMA and Analogs	None	Moderate	Heightened senses, teeth grinding and dehydration	Increased body temperature, electrolyte imbalance, cardiac arrest	Muscle aches, drowsiness, depression, acne
LSD	None	Unknown	Illusions and hallucinations, altered perception of time and distance	(LSD) Longer, more intense "trip" episodes	None
Phencyclidine and Analogs	Possible	High		Unable to direct movement, feel pain, or remember	Drug seeking behavior
Other Hallucinogens	None	None			*Not regulated
<b>Cannabis</b>					
Marijuana	Unknown	Moderate	Euphoria, relaxed inhibitions, increased appetite, disorientation	Fatigue, paranoia, possible psychosis	Occasional reports of insomnia, hyperactivity, decreased appetite
Tetrahydrocannabinol	Yes	Moderate			
Hashish and Hashish Oil	Unknown	Moderate			
<b>Anabolic Steroids</b>					
Testosterone	Unknown	Unknown	Virilization, edema, testicular atrophy, gyneco-mastia, acne, aggressive behavior	Unknown	Possible depression
Other Anabolic Steroids	Unknown	Yes			
<b>Inhalants</b>					
Amyl and Butyl Nitrite	Unknown	Unknown	Flushing, hypotension, headache	Methemo-globinemia	Agitation
Nitrous Oxide	Unknown	Low	Impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage	Vomiting, respiratory depression, loss of consciousness, possible death	Trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions
Other Inhalants	Unknown	High			
<b>Alcohol</b>	High	High			

## **ALCOHOL EFFECTS**

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics.

## **COUNSELING AND TREATMENT PROGRAMS**

Westminster Theological Seminary has established an agreement with the Christian Counseling and Educational Foundation (CCEF) for the initial counseling of any student or employee who needs help to overcome drug/alcohol abuse/addiction. The Seminary will pay the cost of the initial visit and the student or employee will be responsible for subsequent visits. CCEF may refer the student or employee to another provider of services for inpatient or outpatient treatment. Most services are provided by social workers, psychologists or psychiatrists at private offices, and clinics or hospitals. Services generally fall into one or more of the following categories: (1) counseling/therapy; (2) detoxification/treatment; and (3) rehabilitation/re-entry. Some of these services may be at least partially covered by your health insurance.

## **DISCIPLINARY SANCTIONS**

The Seminary considers a violation of this Policy serious and, subject to applicable law, will take the following appropriate actions in response to a violation:

Any student or employee convicted by a court of law of being under the influence of alcohol, on- or off-campus, shall be given an immediate warning. A subsequent offense of the same nature, at any time, is sufficient cause for a three-year probation. Counseling may be required as a condition of continuing enrollment/employment. A subsequent offense of any nature, whether described or not described in this Policy, warranting probation which coincides with the probation described for this offense, is sufficient cause for termination of enrollment/employment after due process.

Any student or employee convicted by a court of law of being under the influence of illicit drugs or of illicit possession or distribution of alcohol, on- or off-campus, shall be immediately placed upon a three-year probation and may be required to seek counseling as a condition of continuing enrollment/employment. A subsequent offense of the same nature, or of another nature, described in this section or not described in this section, warranting probation which coincides with the probation prescribed for this offense, is sufficient cause for termination of enrollment/employment after due process.

Any student or employee observed, by two or more witnesses, to be in possession of alcoholic beverage in any Seminary building or consuming alcoholic beverage on Seminary property shall be given an immediate warning. A subsequent offense of the same nature, at any time, is sufficient cause for a three-year probation and counseling may be required as a condition of continuing enrollment/employment. A subsequent offense of any nature, described in this section or not described in this section, warranting probation which coincides with the probation prescribed for this offense, is sufficient cause for termination of enrollment/employment after due process.

Any student or employee observed to be in possession of illicit drugs, on- or off-campus, shall be reported to law enforcement authorities. The Seminary will cooperate fully in lawful prosecution, including testimony with regard to any accused in a court of law. Any student or employee arrested for such an offense may be suspended until proven guilty or innocent by a court of law. Any student or employee subsequently convicted of possession of illicit drugs shall have his or her enrollment/employment immediately terminated upon due process.

**DISSEMINATION OF MATERIAL**

This policy and procedure shall be given to each student and each employee annually.

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