

**SPST Policy: CCP 10**

**Statement Addressing Illegal Drugs and Alcoholic Beverages**

Adopted: 6/30/2015

Updated: 7/27/2015

1. Saint Paul School of Theology seeks to maintain a safe and healthy environment for all persons. The following statement will be published annually in the *Saint Paul Community Handbook* and included within our annual Security and Safety Report for each campus. At least once a year, a community conversation will be held to address drug and alcohol abuse prevention. At various times, the seminary will draw on the resources of Oklahoma City University or the larger church community to offer programming related to drug and alcohol abuse prevention and awareness.

2. This policy applies to all students, employees, and visitors at Saint Paul School of Theology (all locations).

**2. Drug and Alcohol Free Campus Policy**

The Drug-Free Schools and Communities Act Amendment of 1989 is a federal law, which requires all educational institutions to have and make available a clear policy regarding illegal drugs.

Prohibited Behavior. Saint Paul School of Theology forbids the unlawful distribution, possession, or use of controlled substances, illegal or illicit drugs, or alcohol by students or employees on seminary property, as a part of seminary activities, or in any way related to seminary employment or programs. Alcohol is excluded from any official function of the seminary. Each employee of the seminary, as a condition of employment, will agree to abide by the provisions of this regulation and all applicable conditions of the Drug-Free Schools and Communities Act Amendments of 1989, and will notify the institution of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

Institutional Sanctions. Any student who violates the provisions of this regulation is subject to disciplinary action, which may include termination of enrollment. The policies and procedures by which disciplinary action will be carried out are detailed under the *Student Conduct and Status of Enrollment*. Students receiving sanctions requiring treatment may use any other certified program. In any case, a student must provide proof of treatment before consideration is given to his or her reinstatement.

Any employee who violates the provisions of this policy is subject to disciplinary action, including refresher courses on substance abuse, suspension of employment pending treatment and termination of employment in egregious or repeated violations of policy. An employee who is required to enter into treatment must provide proof of treatment to HR prior to reinstatement.

Notification to State and Federal Authorities. Saint Paul may refer individuals -- whether students, employees, or visitors -- to applicable local, state, or federal law enforcement authorities for prosecution. Any student who is convicted under a criminal drug statute for a violation occurring on campus must notify the Associate Dean of Students at the Resurrection campus or Associate Dean at the Oklahoma City University campus within five working days of the conviction. Within ten working days, Saint Paul School of Theology is required to notify the Department of Education of the disciplinary action. Within thirty days, Saint Paul will take appropriate disciplinary action.

A student, who is convicted of a state or federal offense involving the possession or sale of an illegal drug that occurred while the student is enrolled in school and receiving Title IV aid, is not eligible for Title IV funds. A borrower's eligibility is based on the student's self-certification on the Free Application for Federal Student Aid (FAFSA). Convictions that are reversed, set aside or removed from the student's record, or a determination arising from a juvenile court proceeding do not affect eligibility and do not need to be reported by the student.

Any employee convicted under a criminal drug statute for a violation occurring on campus must notify HR within five working days of the conviction. Within thirty days, Saint Paul will take appropriate disciplinary action.

Applicable Legal Sanctions. Apart and distinct from seminary policies, employees and students who engage in the unlawful use, possession, or distribution of controlled substances, illicit or illegal drugs, or alcohol are subject to sanctions under local and municipal ordinances, Kansas statutes, Oklahoma statutes, the United States code, or other applicable local, state, and federal laws. Such sanctions could include, without limitation, fines and imprisonment.

Federal law prohibits possession, use, distribution, manufacture, or dispensing of controlled substances. The ultimate punishment for drug crimes generally depends on the quantity, classification, and purpose of possession of the drug. The most serious drug crimes are producing, manufacturing or selling illegal drugs. Federal Drug Possession Penalties: (federal charges are not applicable unless it involves multi-state trafficking)

- First violation - a minimum fine of \$1,000 but no more than \$100,000, and a maximum jail term of one year.
- Second violation - a minimum fine of \$2,500 but not more than \$250,000, and/or minimum jail term of 15 days but not more than two years.
- Third or subsequent violation - a minimum fine of \$5,000 but not more than \$250,000 and/or a minimum jail term of 90 days but not more than three years.
- Federal penalties have special sentencing provisions for the possession of crack cocaine: a maximum fine of \$250,000 and/or a minimum jail term of five years but not more than 20 years, if it is a first conviction and the amount of crack cocaine possessed exceeds 5 grams; second crack cocaine conviction, and the amount possessed exceeds 3 gram; third conviction and the amount possessed exceeds 1 gram.

Health Risks Associated with the Use of Drugs and Alcohol. The use, misuse, and abuse of illicit or illegal drugs and alcohol can lead to or result in a variety of health risks. Whether the drug of choice is alcohol, marijuana, a prescription drug or cocaine, the habit can lead to a change in work habits, too. Some people may believe that drugs are harmless or even helpful. The truth is that drugs can have very serious, long-term physical and emotional health effects. And if drugs are mixed, the impact is even more detrimental. The following is a partial list of drugs and some of the consequences of their use. Only some of the known health risks are covered, and not all legal or illegal drugs are included:

- *Alcohol* is the most commonly abused substance in the work place. It produces short- term effects that include behavioral changes, impairment of judgment and coordination, greater likelihood of aggressive acts, respiratory depression, irreversible physical and mental abnormalities in newborns (fetal alcohol syndrome) and death. Long term effects include: damage to the liver, heart and brain; ulcers; gastritis; malnutrition; delirium tremens; and cancer.
- *Marijuana* impairs short-term memory comprehension, concentration, reaction time, and motivation. It may also cause paranoia and psychosis. Marijuana smoke contains more cancer-causing agents than tobacco smoke. The way marijuana is smoked enhances the risk of contracting lung disease and cancer.
- While *cocaine* and *crack* can speed up performance, their effect is short-lived. More lasting risks are short attention span, irritability and depression, seizure and heart attack.
- *Prescription drugs* are often used to reduce stress. However, they are not safe either, unless they are taken as directed. If abused, they can lead to sluggishness or hyperactivity, impaired reflexes, addiction and brain damage.
- Other drugs, such as *PCP*, *LSD*, *heroin*, *mescaline* and *morphine*, have a wide variety of negative health effects — from hallucinations and mental confusion to convulsions and death.

Drug and Alcohol Dependency Testing. Saint Paul may require any student or employee, who is reasonably suspected of drug use, to undergo drug testing. Drug and alcohol tests may be administered under the following conditions:

- If the employee or student exhibits conduct that would cause a reasonable person to believe that the employee is under the influence of drugs or alcohol
- If the employee demonstrates a level of job performance which suggests a drug or alcohol problem

An independent, professional laboratory will be used to test for the presence of controlled substances and alcohol when testing is necessary. Termination of employment or enrollment may occur as a result of a violation of any provision of this policy.

Available Treatment. Saint Paul does not provide drug and alcohol counseling or treatment. Students and employees with substance abuse problems are encouraged, and, in some cases, may be required to use the services of appropriate off- campus resources. Each year the *Saint Paul Community Handbook* will list available resources at each campus location.

3. Students at the Saint Paul campus at Oklahoma City University are also subject to the Drug and Alcohol Abuse Prevention policies of the university.