



**DRUG AND ALCOHOL ABUSE  
PREVENTION PROGRAM**

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## **Statement of Purpose**

Saint Paul School of Theology (SPST) seeks to maintain a safe and healthy environment for all persons. The following Drug and Alcohol Abuse Prevention Program (DAAPP) will assist in Saint Paul's commitment to maintaining an alcohol and drug free campus. All institutions of higher education are required to create a drug and alcohol abuse prevention program that will:

1. Annually notify each employee and student of standards of conduct; a description of appropriate sanctions for violation of federal, state, and local law and campus policy; a description of health risk associated with alcohol and other drug use; and a list of available treatment programs.
2. Develop a sound method of distributing annual notification information to every student and staff member each year.
3. Prepare a biennial report on the effectiveness of its DAAPP and the consistency of sanction enforcement.

Saint Paul School of Theology encourages students and employees to pursue spiritual, physical, and emotional health. The following DAAPP is intended not only to meet this federal requirement but also make all members of the Saint Paul community aware of Saint Paul's expectations in regard to alcohol and drugs, encourage abstinence and assist anyone struggling with these harmful substances.

## **Annual Notification**

Saint Paul will notify all students and employees through SPST email accounts of this Drug and Alcohol Abuse Prevention Program during each fall semester and no later than October 1 of each year. Because all students (including applicants) and staff members are provided a SPST issued email account and are expected to access SPST email on a regular basis, providing the Drug and Alcohol Abuse Prevention Program through email is the most efficient, effective and all-inclusive method of communication. In addition, new employees and entering students will be provided a copy of the program during or following their new employee or student orientation. The full program is also available on SPST's [Consumer Information page](#) and may be viewed online at any time by students, staff, faculty, prospective students, and the general public.

## **Standards of Conduct**

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.

The well-being of its students and employees and creation of an optimal learning environment are fundamental priorities for Saint Paul School of Theology.

Saint Paul's commitment to this standard is firm and it will take actions to maintain a safe and healthy educational environment, therefore Saint Paul School of Theology prohibits the unlawful

distribution, possession, or use of controlled substances, illegal or illicit drugs, or alcohol by students or employees, on seminary property (defined as the campuses of Church of the Resurrection, Fox Hill, and Oklahoma City University), 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.

## **Sanctions**

Any student or employee who violates the position of Saint Paul School of Theology in regard to the unlawful distribution, possession, or use of controlled substances, illegal or illicit drugs, or alcohol is subject to disciplinary action as detailed within this document.

### **Drug and Alcohol 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.

### **Notice of Potential Student Sanctions**

Any student who violates the provisions of this program 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.

### **Notice of Potential Employee Sanctions**

Any employee who violates the provisions of this program is subject to disciplinary action, which may include termination of employment.

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 working days after such conviction.

## **Notice of Potential Legal Consequences**

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**

*Note: Federal charges are not applicable unless multi-state trafficking is involved.*

- 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.

### **Notification to State and Federal Authorities**

Saint Paul may refer individuals, whether employees, students or visitor to applicable local, state or federal law enforcement authorities for prosecution. Any employee or student convicted under a criminal drug statute for a violation occurring on campus must notify HR or campus CSA 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.

## **Health Risks Associated with the Use of Alcohol and Other Drugs**

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.

### **Effects of Alcohol Abuse**

**Acute:** 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 risk that the driver will be involved in an accident. Motor vehicle and other types of accidents are the leading cause of death among individuals aged fifteen to twenty-four years. Most are related to drinking and driving. Poor decisions and aggressive acts such as sexual assault are almost always associated with alcohol use. Studies suggest that low to moderate levels 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 problem solve, to process information and to remember information.* Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system such as benzodiazepines, much lower doses of alcohol will produce the effects just described.

**Chronic:** Repeated, long-term use of alcohol can lead to physical dependence. Sudden cessation of alcohol intake in chronic users is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and seizures. 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. Some studies suggest that brain cells are actually permanently lost (killed) by high levels of alcohol.

Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants may have abnormalities such as deficits in impulse control, and impaired concentrating, affecting academic performance, and be at risk for irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

### **Effects of Other Drugs**

The National Institute on Drug Abuse website at <http://www.drugabuse.gov/> features a page on the health effects of a number of drugs. To assist the public in keeping current on drug related issues, the NIDA website also features a page on emerging drugs.

## **Illegal (Non-Prescribed) Drugs**

***Marijuana:*** Marijuana and related compounds are usually used for their “relaxation” effects or to produce an altered sense of reality, a “high.” In higher doses, marijuana can increase anxiety due to interaction with brain receptors for cannabis. Marijuana is usually smoked, and like tobacco, it is very toxic to the lungs. There is evidence that early use of marijuana puts the user at increased risk for development of major psychiatric disorders that may include psychosis, altering the lives of individuals significantly. This is a risk that cannot be predicted in advance for individual brains. Chronic use may negatively affect motivation to learn, or to engage in usual activities. Disorders of memory (loss) and of mood often occur in chronic users.

***Herbal Incense, Chaos, and Spice (Synthetic Cannabis/Marijuana-like):*** These products can be dangerous and produce a psychotic-like reaction with hallucinations.

***Cocaine (stimulant):*** Cocaine, crack, and related forms are usually used for stimulation and to produce a sense of euphoria. All forms of cocaine are highly addictive, producing a habit that is extremely difficult to stop. In some individuals, cocaine may produce fatal cardiac rhythm disturbances. Cocaine use affects the dopamine system of the brain and can lead to severe mood dysregulation and at times psychotic level of thinking. This can result in dangerous behavior leading to safety risks for both the user and others in the environment. Chronic cocaine use negatively affects concentration and memory.

***Amphetamines (stimulants):*** Amphetamines, and their new derivatives “crystal,” “ice,” and Ecstasy, are used for stimulation. These compounds are very addictive and may produce psychotic and violent behaviors.

***Ecstasy and “Molly”*** (possibly a purer form of ecstasy) or ***MDMA*** is a drug of the phenethylamine and amphetamine class. Both drugs are used to induce euphoria, diminish anxiety and possibly increase a sense of intimacy. These drugs can cause fatal cardiac arrhythmias, or lead to severe mood dysregulation and psychosis.

***Bath salts (Purple Wave, Vanilla Sky, or Bliss):*** These synthetic powder products contain various amphetamine-like chemicals. Many side effects have been reported varying from agitation, high blood pressure, increased pulse, chest pain, to hallucinations and suicide.

***LSD and PCP (hallucinogens):*** These chemicals are used to produce “altered states” to escape reality. In changing perceptions, these drugs can result in very poor decision making which can lead to accident or death. They can cause psychosis in some individuals. PCP is notable for the effects on mood, potentially leading to severe agitation and aggression. Individuals with a PCP psychosis can be aggressive and full of rage, increasing risk of danger both to the individual and those in the environment. The negative effects of PCP may continue after the drug is out of the system.

***Heroin (narcotics):*** These are among some of the most addictive substances known. They produce a high or euphoria. Withdrawal can produce seizures or even coma. Overdose is common and can result in death. Needle-drug users are in a high-risk group for infection with human immunodeficiency virus, the precursor of AIDS.

## **Prescription Drugs**

Many medications and prescribed drugs have the potential for abuse. Those listed below are some of the most abused, addictive and dangerous.

*Adderall, Concerta, Ritalin*, etc. are stimulants and controlled by the Drug Enforcement Agency (DEA). These drugs are often prescribed for students who have been diagnosed with Attention Deficit Disorder (ADD) or ADHD. They are, however, used by some individuals who have do not have ADHD to increase alertness or recreationally for a “high.” Studies do not show improved academic performance when these stimulants are taken by students without ADHD. The risk from misuse of these drugs ranges from lack of sleep and weight loss to the more severe risk of psychosis with severely disorganized thinking. Individuals who develop psychosis have very poor insight and judgment and so continue to use the drugs in excess. For individuals abusing these stimulants, abrupt withdrawal may lead to significant mood changes including severe depression with a risk of self-harm.

*Codeine, Hydrocodone (Lortab and Vicodin), and Oxycodone (Percocet and OxyContin)* are medications that are prescribed for severe pain. All these drugs can be addictive and may be abused for feeling anxious, sedation, falling asleep or to get a “buzz” or “high.” Addiction to pain medications is common and withdrawal can be very difficult to manage.

*Xanax, Valium, and other benzodiazepine* drugs are prescribed for acute anxiety and panic attacks. Use of all benzodiazepine compounds can lead to psychological and physiological dependence. Symptoms associated with withdrawal from these drugs can be severe and include seizures. **Barbiturates** are also sedative medications that can be addictive. Barbiturates are no longer commonly prescribed, but are potentially addictive. As with all sedatives, withdrawal symptoms can be dangerous and severe. Combination of these drugs with other central nervous system depressants can be dangerous.

### **How can you help prevent prescription drug abuse?**

- Ask your doctor or pharmacist about your medication, especially if you are unsure about its effects.
- Keep your doctor informed about all medications you are taking, including over-the-counter medications.
- Read the information your pharmacist provides before starting to take medications.
- Take your medication(s) as prescribed.
- Keep all prescription medications secured at all times and properly dispose of any unused medications.
- Do not share your medications with others, or consume medications prescribed for others.

If you have concerns or questions regarding the use and/or abuse of these prescription medications or others, ask for professional advice.



## **Warning Signs of Possible Drug and Alcohol Abuse**

- Withdrawal from social situations
- Increased boredom or drowsiness
- Change in personal appearance (increasingly unkempt or sloppy)
- Change in friends
- Easily discouraged; defeatist attitude
- Low frustration tolerance (outbursts)
- Violent behavior and vandalism
- Terse replies to questions or conversation
- Sad or forlorn expression
- Lying
- Poor classroom attendance
- Dropping grades or poor work
- Apathy or loss of interest
- Change in sleep pattern ranging from excessive sleep to inability to sleep
- Frequent excuses for absences from planned activities

When such signs appear in friends...

### **DO:**

- Express your concern and caring
- Be ready to listen
- Communicate your desire to help
- Make concrete suggestions as to where the student can find help or how he or she might cope with a given problem
- Try to get the student to seek professional help
- Ask for assistance from campus resources
- Be persistent
- Understand the definition of friendship to include making difficult decisions that may anger your friends

### **DON'T:**

- Take the situation lightly or as a joke
- Be offended if the student tries to “put you off”
- Take “I don’t have a problem” as an answer
- Try to handle the student alone-ask for assistance
- Lecture about right and wrong
- Promote guilt feelings about grades or anything else
- Gossip: speak of it only to those who can help
- Excuse behavior because “everybody does it”

## **Available Drug and Alcohol Resources and 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.

*Note:* This list does not represent an endorsement or recommendation of programs or organizations by Saint Paul School of Theology. Program or organization choice is solely the individual's responsibility.

### **KANSAS**

#### **Heartland Regional Alcohol & Drug Assessment Center**

913-789-0951

Toll Free 1-800-281-0029

5500 Buena Vista, Roeland Park, KS 66205

[www.hradac.com](http://www.hradac.com)

[info@hradac.com](mailto:info@hradac.com)

#### **Kansas City Drug Treatment Centers**

913-549-5258

2300 Main St, Suite 900 #34, Kansas City, KS

#### **Drug Treatment & Alcohol Treatment (24 Hour Detox)**

913-693-0332

550 Nebraska Ave, Kansas City, KS

#### **Immediate Treatment Centers in Kansas and Missouri (Open 24/7)**

888-995-6394

### **MISSOURI**

#### **Alcohol Treatment & Drug Rehab Center (24 Hour Helpline)**

816-439-4991

1100 Main St, Kansas City, MO

#### **Drug Treatment Centers**

816-278-1722

120 W 12<sup>th</sup> St, Kansas City, MO

#### **Drug Treatment Centers Missouri**

800-603-2981

4741 Central St, Kansas City, MO

#### **First Call**

816-361-5900

9091 State Line Rd, Kansas City, MO 64114

[www.firstcallkc.org](http://www.firstcallkc.org)

## **OKLAHOMA**

### **Reachout Hotline**

1-800-522-9054

### **Oklahoma Alcoholics Anonymous**

<http://www.aaoklahoma.org>

### **Norman Alcohol and Drug Treatment Center**

405-573-6624

Norman, OK 73070

### **Oklahoma County Crisis Intervention Center**

405-522-8100 or 1-800-522-9054

1200 N.E. 13<sup>th</sup> St, Oklahoma City, OK 73152

### **A Chance to Change**

405-840-9000

5228 Classen Cir, Oklahoma City, OK

### **Catalyst Behavioral Services (Inpatient and Outpatient)**

405-232-9804

3033 N. Walnut Ave, Oklahoma City, OK

### **Jordan's Crossing, Inc. (Inpatient & Outpatient; Inpatient females only)**

405-604-9644

301 SW 74<sup>th</sup>, Oklahoma City, OK

### **North Care Center**

405-858-2700

4436 NW 50<sup>th</sup>, Oklahoma City, OK

### **Quapaw Counseling Services**

405-672-3033

1301 SE 59<sup>th</sup> St, Oklahoma City, OK

### **The Referral Center (Medical Detox)**

405-525-2525

1215 NW 25<sup>th</sup> St, Oklahoma City, OK

### **Specialized Outpatient Services, Inc.**

405-810-1766

5208 N. Classen Cir, Oklahoma City, OK

### **Total Life Counseling**

405-840-7040

3000 United Founders Blvd, Suite 239, Oklahoma City, OK

**Valley Hope** (Outpatient)  
405-946-7337  
6110 NW 63<sup>rd</sup> St, Oklahoma City, OK

## **Education about Drug and Alcohol Abuse Prevention**

Saint Paul School of Theology will provide printed material educating students and employees about Drug and Alcohol Abuse Prevention annually and educational opportunities twice during the academic year.

## **Biennial Review**

Saint Paul School of Theology will conduct biennial reviews of this program to determine its effectiveness, to implement changes as needed, and to ensure that sanctions are consistently enforced.

Saint Paul's biennial review is available to students, applicants, employees, and the general public via the institution's [Consumer Information page](#). Any interested party can request a hard copy of the biennial review by contacting:

Jayne Lawlor  
Director of Institutional Effectiveness & Research  
[jayne.lawor@spst.edu](mailto:jayne.lawor@spst.edu) 913-253-5055

## **Contact Information for Additional Questions**

Students, employees, or any other interested party that would like additional information regarding Saint Paul's efforts to maintain a drug and alcohol free campus should contact Human Resources or a Campus Security Authority (CSA):

Bernard Barry  
Chief Financial Officer / Director of Human Resources  
[bernard.barry@spst.edu](mailto:bernard.barry@spst.edu) 913-253-5060

Rev. Rick Burns  
SPST: OCU Associate Dean / CSA  
[rick.burns@spst.edu](mailto:rick.burns@spst.edu) 405-208-5758

Rev. Margaretta Smith Narcisse  
SPST: Resurrection Associate Dean of Students / CSA  
[margaretta.narcisse@spst.edu](mailto:margaretta.narcisse@spst.edu) 913-253-5097