



## **Policy on Drug and Alcohol Abuse Prevention**

Central Baptist Theological Seminary (CBTS) has adopted the following policy in compliance with the Drug Free Workplace Act of 1988 and the subsequent Drug Free Schools and Communities Amendments of 1989. CBTS views alcohol and/or drug dependencies as illnesses, significant health problems, and potential safety and security dangers to other members of this educational community. This policy expresses Central's commitment to the maintenance of the drug free environment on campus. All faculty, staff, and students are required to abide by the terms of this policy.

### **General Prohibitions and Sanctions**

Central Seminary prohibits the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances, or being under the influence of illicit drugs on the Shawnee, Kansas campus or any other educational site connected to the Seminary or during any Seminary-related activity. Violation of this policy will result in disciplinary action up to and including dismissal and expulsion and criminal penalties.

### **Drug Education, Counseling and Rehabilitation Programs**

Any student or employee who violates the provisions of this policy may be required to participate in a substance abuse education program or a rehabilitation program at his or her own expense and provide appropriate and periodic evidence of successful progress in order to maintain enrollment or employment.

For referrals to education, treatment, and rehabilitation programs serving the region where you live and/or attend classes, employees and students may contact the Seminary Counselor (913667-5700, ext. 155) located on the administrative campus in Shawnee, Kansas. CBTS's counseling services assure appropriate confidentiality as required both by professional and legal regulations.

Seminary administration encourages voluntary efforts by any student or employee to seek help for a drug or alcohol problem. Such voluntary action will not per se put either the student or the employee in jeopardy, provided that the individual seeks help prior to discovery.

For additional information contact The National Institute on Drug Abuse Hotline, 1-800-662HELP. This is an information and referral line that directs callers to treatment centers in their local community.

### **Health Risks Associated with Drug and Alcohol Abuse**

The abuse of drugs and alcohol can lead to serious health problems, and if left untreated to death. It is critical that students and employees of Central Baptist Theological Seminary understand the health risks associated with various types of drugs.

The following information is taken from the website of the National Institute on Drug Abuse (<http://www.drugabuse.gov>). It does represent a complete list of drug types and their potential health risks. For more in-depth information, please visit <http://www.drugabuse.gov/drugsabuse>, contact your medical professional, or call the National Institute on Drug Abuse hotline (1-800-662-HELP).

<b>Drug Type</b>	<b>Acute Effects</b>	<b>Health Risks</b>
<b>Tobacco</b>	Increased blood pressure and heart rate	Chronic lung disease; cardiovascular disease; stroke; cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes; addiction
<b>Alcohol</b>	In low doses, euphoria, mild stimulation, relaxation, lowered inhibitions; in higher doses, drowsiness, slurred speech, nausea, emotional volatility, loss of coordination, visual distortions, impaired memory, sexual dysfunction, loss of consciousness	Increased risk of injuries, violence, fetal damage (in pregnant women); depression; neurologic deficits; hypertension; liver and heart disease; addiction; fatal overdose
<b>Cannabinoids (Marijuana, etc.)</b>	Euphoria; relaxation; slowed reaction time; distorted sensory perception; impaired balance and coordination; increased heart rate and appetite; impaired learning, memory; anxiety; panic attacks; psychosis	Cough, frequent respiratory infections; possible mental health decline; addiction
<b>Opioids (Heroin, Opium, etc.)</b>	Euphoria; drowsiness; impaired coordination; dizziness; confusion; nausea; sedation; feeling of heaviness in the body; slowed or arrested breathing	Constipation; endocarditis; hepatitis; HIV; addiction; fatal overdose
<b>Stimulants (Cocaine &amp; Methamph-etime, etc.)</b>	Increased heart rate, blood pressure, body temperature, metabolism; feelings of exhilaration; increased energy, mental alertness; tremors; reduced appetite; irritability; anxiety; panic; paranoia; violent behavior; psychosis	Weight loss, insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction

<p><b>Club Drugs (Ecstasy, etc.)</b></p>	<p>Mild hallucinogenic effects; increased tactile sensitivity; empathic feelings; lowered inhibition; anxiety; chills; sweating; teeth clenching; muscle cramping</p>	<p>Sleep disturbances; depression; impaired memory; hyperthermia; addiction</p>
<p><b>Dissociative Drugs (PCP, Salvia, etc.)</b></p>	<p>Feelings of being separate from one's body and environment; impaired motor function</p>	<p>Anxiety; tremors; numbness; memory loss; nausea</p>
<p><b>Hallucinogens (LSD, etc.)</b></p>	<p>Altered states of perception and feeling; hallucinations; nausea; increased body temperature, heart rate, blood pressure; loss of appetite; sweating; sleeplessness; numbness, dizziness, weakness, tremors; impulsive behavior; rapid shifts in emotion</p>	<p>Flashbacks, Hallucinogen Persisting Perception Disorder</p>
<p><b>Other Compounds (Anabolic steroids &amp; Inhalants)</b></p>	<p>for Anabolic steroids – No intoxication effects</p> <p>for Inhalants (varies by chemical) – Stimulation; loss of inhibition; headache; nausea or vomiting; slurred speech; loss of motor coordination; wheezing</p>	<p>for Anabolic steroids – Hypertension; blood clotting and cholesterol changes; liver cysts; hostility and aggression; acne; in adolescents— premature stoppage of growth; in males— prostate cancer, reduced sperm production, shrunken testicles, breast enlargement; in females— menstrual irregularities, development of beard and other masculine characteristics</p> <p>for Inhalants – Cramps; muscle weakness; depression; memory impairment; damage to cardiovascular and nervous systems; unconsciousness; sudden death</p>

**CBTS Employees**

As a qualification for employment, employees must abide by the terms of this policy and are required to report to work in physical and mental condition to perform their duties in a safe and efficient manner. As a further condition of employment, employees are required to report their own convictions under a criminal drug statute for violations occurring either in the work place or during the performance of work-related duties within five days after the conviction, as required by the Drug Free Workplace Act of 1988. The Seminary will notify the granting agency within 10 days after receiving notice from an employee or from an outside agency of the employee's criminal drug statute conviction for conduct in the workplace. Within 30 days of receiving notification of an employee's drug statute conviction, the

Seminary will initiate appropriate personnel action which may include imposing a sanction or requiring satisfactory participation in a drug abuse assistance or rehabilitation program through an approved agency. Employee is interpreted in the broader sense of the word to include any individuals who receive any reimbursement from CBTS for services.

A copy of this policy will be distributed to all students and employees on an annual basis. It will be emailed to students and employees the second Friday of September.

### **Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance**

#### **First conviction:**

- Up to one year imprisonment and fined at least \$1,000 but not more than \$100,000 or both.

#### **After one prior drug conviction:**

- At least 15 days in prison, not to exceed two years and fined at least \$2,500 but not more than \$250,000 or both.

#### **After two or more prior drug convictions:**

- At least 90 days in prison, not to exceed three years and fined \$5,000 but not more than \$250,000 or both if:
  - first conviction and the amount of crack possessed exceeds five grams.
  - second crack conviction and the amount of crack possessed exceeds three grams.
  - third or subsequent crack conviction and the amount of crack possessed exceeds one gram.
- Forfeiture of personal and real property used to possess or facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment.
- Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.
- Civil fine of up to \$10,000.
- Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offence, up to five years for second and subsequent offenses.
- Ineligible to receive or purchase firearms.
- Revocation of certain federal licenses and benefits, i.e., pilot licenses, public housing tenancy, are rested within the authorities of individual federal agencies.

### **State and Local Penalties and Sanctions for Illegal Possession of a Controlled Substance**

In addition to federal penalties, students and employees should be aware that other penalties may be applied by the State and also the local municipalities in which they reside or take classes. For Kansas, check the following website: [http://kansasstatutes.lesterama.org/Chapter\\_21/Article\\_36a/](http://kansasstatutes.lesterama.org/Chapter_21/Article_36a/)

### **Biennial Review Procedure**

Biennially, (in June of each year ending in an odd number) the Dean's Office will initiate a review of CBTS's substance abuse policy and its actions toward the prevention of substance abuse. As part of the review, the following actions will be taken:

1. Determination made regarding the effectiveness of CBTS's substance abuse policy and recommend needed changes to the Dean for appropriate action
2. Determine the number of substance abuse-related violations and incidents that occur on any CBTS campus or educational location and/or as part of seminary-related activities that have been reported to seminary officials
3. Determine the number and type of sanctions that have been imposed by CBTS on students and/or employees for substance abuse-related violations
4. Determine whether sanctions are being consistently enforced and refer to the Dean any reports and/or recommendations for changes needed in enforcement.

The results of this review will be provided to the public upon request.