



DRUG & ALCOHOL PREVENTION PROGRAM

MIDWESTERN BAPTIST THEOLOGICAL SEMINARY

POLICY

It is the desire of Midwestern Baptist Theological Seminary to provide the highest quality of education as well as an environment that facilitates learning and Christian growth. All students, faculty and staff are expected to live according to the highest standards of Christian behavior. In addition, the Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988 require all schools and institutions of higher education to adopt and implement a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees on seminary property or as part of any seminary activity.

This policy, which is part of MBTS's program adopted to comply with these Acts, will be distributed to all students, staff and faculty annually. If you have any questions regarding this policy or wish to receive further information on the seminary's Drug-Free Schools and Communities Act and Drug-Free Workplace Act program, you are encouraged to contact Dr. David McAlpin, Vice President, Student Development, or Gary Crutcher, Director, Human Resources.

STANDARDS OF CONDUCT

Midwestern Baptist Theological Seminary and College supports and endorses the Federal Drug-Free Workplace Act of 1988 (41 USC § 701 et seq.) and the Drug-Free Schools and Communities Act amendments of 1989 (20 USC § 1145(g)). Pursuant to these Acts, the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance, including illicit drugs or abuse of alcohol (as defined in these Acts) by an employee or student on seminary property or as part of any seminary activities is prohibited. Any student or employee of the seminary found to be abusing alcohol or using, possessing, manufacturing, or distributing controlled substances in violation of the law on seminary property or at seminary events shall be subject to disciplinary action in accordance with applicable policies of the seminary. For employees, the college will take appropriate personnel action for such infractions, up to and including termination. Students who violate this policy will be subject to sanctions as set forth in the Student Handbook including suspension and expulsion from the seminary.

As a condition of employment, all employees shall abide by the terms and conditions of 41 USC § 701 et seq. and 20 USC § 1145(g). As such an employee must notify the college of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. Such notice shall be provided in writing by the employee to the Director, Human Resources. The seminary will in turn, notify as appropriate, the applicable federal agency of the conviction within ten days of its receipt of notification of the conviction. For such conviction, the seminary will take appropriate personnel action, up to and including termination, within thirty (30) days of receiving notice of such conviction. Employees may also be required to satisfactorily participate, at



DRUG & ALCOHOL PREVENTION PROGRAM

MIDWESTERN BAPTIST THEOLOGICAL SEMINARY

their expense, in a drug abuse assistance or rehabilitation program as approved for such purposes by a federal, state, or local health, law enforcement or other appropriate agency before being allowed to return to work, which may include drug and alcohol testing, as applicable. Employees may also be required to undergo reasonable suspicion drug and alcohol testing as part of this program. For purposes of this policy, a “conviction” means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

LEGAL SANCTIONS

In addition to serious health risks, employees and students who violate drug laws face serious legal sanctions. Various local, state and federal laws apply to the possession, use and distribution of controlled substances. The Seminary will refer violations or proscribed conduct to appropriate authorities for prosecution.

The legal age for possession of alcohol in the State of Missouri is 21. Minors who possess and consume alcohol and adults who supply alcohol to a minor are both subject to misdemeanor charges and face potential sanctions including loss of driver’s license, up to one year in jail and \$1,000 fine.

Possession of more than 35 grams of marijuana is considered a Class C felony with penalties ranging from one year in the county jail to seven years in the state correctional facility, and up to a \$5,000 fine. Possession of cocaine and other scheduled substances is also considered to be a Class C felony with similar penalties.

Attempting to deliver, traffic, or manufacture illegal substances is considered a Class B felony and violators may face five (5) to fifteen (15) years in state correctional facilities. Penalties associated with more serious Class A felony charges include life in prison with no parole or probation.

Federal drug laws apply to many situations including those which involve transporting illegal drugs on federal highways, across state lines or via U.S. Mail.

It is illegal in Missouri to possess, use, or sell drug paraphernalia (or to possess paraphernalia with the intent to do so). Paraphernalia includes such items used in growing, harvesting, processing, selling, storing, or using marijuana.

Using or possessing paraphernalia with the intent to use it is a Class A misdemeanor, punishable with a fine of up to \$1,000, up to one year in jail, or both. (Mo. Ann. Stat. §195.235(1) & (2).)



DRUG & ALCOHOL PREVENTION PROGRAM

MIDWESTERN BAPTIST THEOLOGICAL SEMINARY

Manufacturing or selling (or possessing paraphernalia with the intent to do so), is a Class D felony, punishable with a fine of up to \$5,000, up to five years in prison, or both. (Mo. Ann. Stat. §195.235(1) & (3).)

Complete information on legal sanctions applicable to the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances can be obtained from the Clay County Prosecuting Attorney's Office or the U.S. Attorney's Office.

HEALTH RISKS

Abuse of alcohol and use of drugs is harmful to one's physical, mental and social well-being. Accidents and injuries are more likely to occur if alcohol and drugs are used. Alcohol and drug users can lose resistance to disease and destroy their health. Tolerance and psychological dependence can develop after sustained use of drugs.

Alcoholism is the number one drug problem in the United States. Alcoholism takes a toll on personal finances, health, social relationships and families. It can have significant legal consequences. Abuse of alcohol or use of drugs may cause an individual driving a motor vehicle to injure others and may subject the abuser to criminal prosecution. Drunk drivers are responsible for more than half of all traffic fatalities.

More specifically, the major categories of drugs are listed below and include the significant health risks of each.

ALCOHOL - Impairment of judgment and coordination, addiction, permanent damage to vital organs such as the brain and liver.

CANNABIS (Marijuana, Hashish) - Impairment of memory and comprehension, paranoia and psychosis, lung and pulmonary damage, psychological dependence.

COCAINE - Psychological and physical dependency, hallucinations, paranoia, seizures, cardiac arrest, respiratory failure.

STIMULANTS (Amphetamines) - Loss of coordination, physical collapse, stroke, fever, heart failure, anxiety, hallucinations, paranoia.

DEPRESSANTS (Barbiturates, Tranquilizers) - Respiratory depression, coma, death, physical and psychological dependence, convulsions.



DRUG & ALCOHOL PREVENTION PROGRAM

MIDWESTERN BAPTIST THEOLOGICAL SEMINARY

HALLUCINOGENS (Phencyclidine, Lysergic acid) - Memory problems, speech difficulty, mood disorders, violent behavior, paranoia, hallucinations, convulsions, coma, heart and lung failure.

NARCOTICS (Heroin, Codeine, Morphine, Opium) - Nausea, convulsions, coma, possible death, dependence.

STEROIDS - Liver cancer, psychological disorders, liver dysfunction, heart attack.

COUNSELING, TREATMENT OR REHABILITATION PROGRAMS

Employees or students with alcohol or other drug related problems are encouraged and, in some cases, may be required to utilize the services of private and community agencies including those specified below.

- **FirstCall Alcohol and Drug Prevention and Recovery** – 816-361-5900
- **Alcoholics Anonymous** – (K.C. Area) 816-471-7229
- **Narcotics Anonymous** – (K.C. Area) 816-531-2250
- **Diakonos** - (816)-373-9240

In any case where disciplinary action is deemed necessary for misconduct, initially, the Seminary reserves the right to impose the most severe sanction including suspension, dismissal, and prosecution.

DISCIPLINARY SANCTIONS

The Seminary will impose disciplinary sanctions on students and employees who violate the above standards of conduct. Among the disciplinary sanctions which may be imposed on students are: reprimand, probation, loss of privileges, financial penalties, dismissal and referral for prosecution. Among the disciplinary sanctions which may be imposed on employees are: oral warning, written reprimand, suspension, termination and referral for prosecution. Where it is determined to be in the best interest of the Seminary, the employee will be immediately discharged. The Seminary may require students and employees to satisfactorily complete an appropriate rehabilitation or assistance program.