

ALCOHOL AND OTHER DRUGS NOTIFICATION

In compliance with the requirements of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989, Nazarene Bible College (NBC) is required to provide this notification annually to all students and employees. NBC's complete Drug and Alcohol Policy can be found at nbc.edu/security.

It is the policy of Nazarene Bible College to prohibit the possession, use, manufacture, or distribution of tobacco, alcohol, cannabis, illegal drugs, or other controlled substances, as defined by federal law, on the campus or as part of any college activity.

As an educational institution, NBC aims to educate its community members about prevention and the risks of unlawful use of illicit drugs and alcohol, and to encourage appropriate, responsible behavior. As an agent of the Church of the Nazarene, NBC holds to the Church's position that total abstinence is the first step in prevention of tobacco, drug, and alcohol abuse. The health risks associated with the abuse of alcohol and the use of illicit drugs are numerous. They include malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, emotional illness, coma, and death. Personal relationships and the ability to work and study are also at risk. Use during pregnancy endangers the fetus.

Disciplinary sanctions for the violation of the policy by any employee may include, but are not limited to, reprimand, reassignment, demotion, suspension, dismissal, or termination of employment.

Disciplinary sanctions for students may include, but are not limited to, disciplinary warning, probation, suspension, or expulsion. A disciplinary sanction for either employees or students may include the completion of an appropriate rehabilitation program. Information concerning available counseling, treatment, rehabilitation, or re-entry programs can be provided by the Office of the Vice President for Enrollment Management (students) or by the human resources director (employees.) These resources may include, but are not limited to:

- Counselling through NBC
- Counselling through the community of Colorado Springs
- Rehabilitation centers such as Alcoholics Anonymous

Referral to the authorities for prosecution under criminal law may also be invoked, especially in cases of unlawful sale or distribution of drugs or alcoholic beverages. Penalties under local, state, and federal law may range in severity from relatively minor fines to fines of several million dollars. Imprisonment is also a possibility for terms ranging from six months to a life sentence.

Any employee, whether faculty, administrator, or support staff, who is convicted under a criminal drug statute for a violation occurring in the workplace must so notify the Office of the Director for Human Resources within five (5) days from the date of conviction.

In the case of students that receive federal financial aid, Nazarene Bible College is required by federal law to notify the source of financial aid at the time a student violation is reported. A conviction of the violation of this law must be reported within ten days of the conviction.

A published review of the Alcohol and Other Drugs (AOD) programming as well as, the AOD Notification and disciplinary sanctions is issued biennially by the Committee on Campus Security.