

# NAZARENE BIBLE COLLEGE'S ALCOHOL AND OTHER DRUGS PREVENTION PROGRAMMING 2016-2018 BIENNIAL REVIEW

## INTRODUCTION

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) has a Drug and Alcohol Abuse Policy concerning the unlawful use of drugs and alcohol by students and employees.

The unlawful use, possession, distribution, manufacture or dispensing of illicit drugs or alcohol is prohibited on NBC property or as part of any of the College's activities for both students and employees. Anyone taking part in the unlawful use, possession, distribution, manufacture or dispensing will be subject to legal sanctions and/or NBC's disciplinary sanctions.

In addition to the Drug and Alcohol Abuse Policy NBC is committed to providing faculty, staff, and students with preventative and educational Alcohol and Other Drugs (AOD) programming.<sup>1</sup>

The NBC Risk Management Committee reviews the Alcohol and Other Drugs Annual Notification as well as student and employee AOD programming. This report reflects the committee's review of the notification and programming for the 2016-2018 academic years.

## PROCEDURES FOR DISTRIBUTING ANNUAL AOD NOTIFICATION

The NBC Drug and Alcohol Policy is available to all members of the NBC community through the website at [nbc.edu/security](http://nbc.edu/security). The policy can also be found in the current NBC Student Handbook, NBC Staff Handbooks, and NBC Catalog. In addition to the policy, a copy of the AOD Annual Notification can be found in the NBC Annual Security Report. Currently, Nazarene Bible College distributes the Annual AOD Notification through the distribution of the NBC Drug and Alcohol Policy:

- Employees: Staff
  - Each employee receives and acknowledges the receipt of the policy during the fall in-service
  - Each employee receives and acknowledges the receipt of the policy on their hire date<sup>2</sup>
- Employees: Faculty
  - Each faculty receives notice of the Faculty and Administrative Handbook containing the AOD Notification
- Students
  - Students receive a copy of the AOD Notification in the Annual Security Report each fall
  - Students receive a notification regarding AOD policy and training through dCW

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<sup>1</sup> See Appendix I for the AOD Notification

<sup>2</sup> See Appendix II for the form signed by employees upon hire

The AOD Notification that is distributed in the Annual Security Report<sup>4</sup> includes:

- Standards of conduct concerning drugs and alcohol
- A description of legal sanctions under federal, state or local laws for unlawful possession or distribution of illicit drugs and alcohol
- A description of the health risks associated with drug and alcohol abuse
- A list of available drug and alcohol resources
- A description of the disciplinary sanctions NBC imposes on staff and students who violate the standards of conduct

## NAZARENE BIBLE COLLEGE PROGRAM REVIEW

Nazarene Bible College has set out to establish a safe and informed environment for all members of the NBC community. One element of this goal is to provide the Annual AOD Notification and AOD programming to staff and students. In reviewing the drug and alcohol abuse climate at Nazarene Bible College for the past two years, the Risk Management Committee has determined that there have been no violations of the policy on our campus; therefore, beyond the distribution of the Annual AOD Notification, programming emphasis was directed towards other safety and compliance needs.

### Strengths

In general, Nazarene Bible College, an agency of the Church of the Nazarene, fosters an environment that adheres to the standard of conduct of the Church of the Nazarene. These standards of conduct detail that members of the Church of the Nazarene, and therefore, members of the Nazarene Bible College's community practice total abstinence from any tobacco, intoxicating liquors, and illicit drugs.<sup>5</sup> This belief and practice is engrained in both the work and education environment at NBC. It can be inferred that the lack of any Drug and Alcohol Abuse Violations is strongly linked to NBC's efforts to foster such an environment.

Based on the prior year Committee recommendations, during 2016-2018 NBC began disbursing the AOD Annual Notification and other programming materials to all employees and students in at least two forms (i.e. electronic, paper copy, verbal explanation, training session).

### Weaknesses

Due to the strong stance that NBC takes against tobacco, alcohol and drug use, as well as the lack of drug and alcohol use problems in our community, programming efforts have been minimal.

Due to the change in modality from face-to-face to online education, and the subsequent disruption from administrative relocation and reorganization, we were not able to conduct a climate survey. The following item remains as a recommendation for the 2018-2020 programming.

### Recommendations

1. Conduct an annual climate survey that will provide important information useful to the Risk Management Committee to review and adjust the AOD programming
2. Utilize feedback and data to identify gaps in the programming, adjust programming and the AOD Annual Notification according to these findings

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<sup>4</sup> The Annual Security Report is located at NBC.edu

<sup>5</sup> In light of the Holy Scriptures and human experience concerning the ruinous consequences of the use of alcohol as a beverage, and in light of the findings of medical science regarding the detrimental effect of both alcohol and tobacco to the body and mind, as a community of faith committed to the pursuit of a holy life, our position and practice is abstinence rather than moderation. Holy Scripture teaches that our body is the temple of the Holy Spirit. With loving regard for ourselves and others, we call our people to total abstinence from all intoxicants. (Church of the Nazarene Manual )

## APPENDIX I

### 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](http://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 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.

## APPENDIX II

### Drug-Free Schools & Communities Act Amendments of 1989

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Section 22 of the Drug-Free Schools and Communities Act Amendment of 1989, entitled "Drug-Free Schools and Campuses," reads as follows:

#### Section 22 Drug-Free Schools and Campuses.

(a) In General-

1. Certification of Drug and Alcohol Abuse Prevention Program - Title XII of the Higher Education Act of 1965 (20U.S.C. 1001 et seq.) is amended by adding at the end a new section 1213 to read as follows: "Drug and Alcohol Abuse Prevention" Sec. 1213. (a) Notwithstanding any other provision of law, no institution of higher education shall be eligible to receive funds or any other form of financial assistance under any Federal program, including participation in any federally funded or guaranteed student loan program, unless it certifies to the Secretary that it has adopted and has implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees that, at a minimum, includes

(1) the annual distribution to each student and employee of:

(A) standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;

(B) a description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;

(C) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol;

(D) a description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and

(E) a clear statement that the institution will impose sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph (1)(A); and

(2) a biennial review by the institution of its program to

(A) determine its effectiveness and implement changes to the program if they are needed; and

(B) ensure that the sanctions required by paragraph (1)(E) are consistently enforced.

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Signature

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Date