

Drug and Alcohol Abuse Prevention Program

In an effort to maintain a campus environment that supports and encourages the dissemination of knowledge, the College will provide a drug and alcohol abuse prevention program in compliance with the Drug-Free Workplace Act of 1988 and Drug-Free Schools and Communities Act Amendment of 1989. All students and employees share in the responsibility for protecting our environment and are expected to demonstrate high standards of professional and personal conduct. The unlawful manufacture, distribution, dispensation, possession or use of alcohol; illegal drugs; or controlled substances by members of the Bethel College community adversely affects the educational environment. Therefore, the College is committed to having a drug-free campus.

The following material will provide you with information concerning:

- The annual distribution of the policy to each student and employee.
- Standards of conduct that clearly prohibit the unlawful use of alcohol, illegal drugs or controlled substances by students and employees on its property or any college activity.
- A description of applicable legal sanctions under law for the unlawful possession or distribution of illegal drugs or alcohol.
- A description of health risks associated with the use and/or abuse of illegal drugs or the abuse of alcohol.
- And a clear statement that Bethel College will impose disciplinary sanctions on students and employees for violations of this policy.

All employees and students are expected to adhere to this policy during the course of employment and/or enrollment at Bethel College.

Alcohol, Drugs and Tobacco

Bethel College is committed to maintaining a safe and healthy educational environment free from alcohol, drugs and tobacco.

Health Risks

The use of such products are known to be harmful to one's physical and psychological well-being. Their use is associated with a wide variety of health risks. Some of the most commonly known risks include severe weight loss, malnutrition, physical and mental dependence, changes in the reproductive system, high blood pressure, stroke, heart problems, damage to the liver and/or lungs, and even death.

Standards of Conduct

The use, possession, or distribution of alcoholic beverages and illicit drugs, all forms of hallucinogenic drugs, or the abuse of legal substances, are prohibited on or away from campus. Furthermore, the college prohibits smoking, including e-cigarettes/vapor cigarettes, and all forms of tobacco use or possession everywhere on-campus, as well as off-campus by students. Campus visitors are expected to comply with these standards.

In addition, students may not be present at a nightclub, bar, party, or off-campus gathering where alcohol is served. Note: if a student enters any social gathering and observes alcohol, he/she must leave

immediately. Students may not be employed where alcoholic beverages are the primary source of revenue.

In situations where a student's actions, words, behavior, and/or other related factors (such as the smell of alcohol on their person or breath) are consistent with a person who has consumed alcohol or drugs, he/she will be confronted by college personnel. The college reserves the right to require a student to take a breathalyzer or drug test. If a student refuses to take the test, he/she may be held accountable for consumption based on the original evidence. Any charges incurred for an outside assessment or for treatment will be the responsibility of the student. If a student tests negative for drug use, the college will be responsible for the costs of the test.

College Sanctions

Students violating this policy will be subject to the disciplinary procedures ranging from probation to dismissal. A student placed on probation must complete the college's ASAP (Alcohol and Substance Abuse Program), including all recommendations associated with the program. The student is responsible for all costs associated with the program.

Legal Sanctions

In addition to college sanctions, Indiana and Federal law allows for fines and/or imprisonment for the unlawful possession, sale, manufacture, or distribution of drugs or alcohol. The amount of the fines and the length of imprisonment vary according to the type and amount of the substance involved, the offenders past record for such offenses, and a number of additional factors.

It is impractical to list all the alcohol- and drug-related state and federal crimes and penalties. But all persons should be aware of the following:

- In Indiana any person under 21 who possesses an alcoholic beverage, and any person who provides alcohol to such person, is at risk of arrest.
- Any person who is intoxicated in public risks arrest.
- A person convicted of driving while intoxicated may be punished by fine, be jailed, and lose his or her driver's license.
- Any selling of alcoholic beverages without a license is illegal.

Possession, use, distribution, or manufacture of controlled substances (drugs) illegally can result in arrest and conviction of a drug law violation and:

- Fines up to \$10,000 (Indiana);
- Fines up to \$10 million for a first offense (federal);
- Imprisonment up to 50 years (Indiana);
- Imprisonment up to life (federal); and
- Confiscation of property.

Support

Students who express the need for help in dealing with drug or alcohol dependencies are encouraged to contact a resident director, the director of student life or another member of the Student Development Office. The Wellness Center is staffed with counselors who have training and experience in this area. In

addition, contact information for off-campus agencies and programs can be provided through the Wellness Center. Several of these agencies are listed below.

Alcohol and Addictions Resource Center

818 East Jefferson Boulevard

South Bend, IN 46617

574.234.6024

Life Treatment Centers

1402 South Michigan Street

South Bend, IN 46613

574.233.5433

Oaklawn Addiction Services

415 East Madison Street

South Bend, IN 46617

574.283.1234

Most disciplinary cases involving alcohol or drugs result in a counseling referral.

Annual Dissemination

Students receive the policy and its procedures electronically at the beginning of each academic session through campus email and the student newsfeed. It is also found in the Student Handbook, which is distributed annually and available online. The policy and its procedures are distributed to all newly hired Bethel College employees at the beginning of their employment, and to all current employees on an annual basis through campus email. It is also available in the Employee Manual which is available online.

Annual and Biennial Review

The Drug and Alcohol Abuse Prevention Program policy and procedures are reviewed annually by the Vice President for Student Development and Director of Student Life. A biennial review is conducted by the Vice President for Student Development, Director of Student Life, Director of Campus Safety and Director of Human Resources to determine the effectiveness of the program and ensure that the disciplinary sanctions described in the program are consistently enforced.

The review considers the following data: 1) the number of public presentations or other forums offered to educate the college community about the effects of alcohol and drug abuse; 2) direct communications about Bethel College campus culture that discourages alcohol abuse and drug usage; 3) the number of employee cases of alcohol or drug abuse reported to the Human Resources office; 4) the

number of student cases of alcohol or drug use and/or abuse reported to the Student Development Office; 5) the number of instances of alcohol or drug use and/or abuse reported to Campus Safety; and 6) the number of cases of alcohol abuse reported to the Wellness Center; 7) the number of arrests of current students and employees related to drug- or alcohol-related incidents. The data are analyzed by the members of the biennial review team and any needed changes in policy are identified and implemented immediately. A summary of the review is presented to the President and Administrative Cabinet.

This review normally occurs between May and June.