

Section 1

Statement of Purpose

The Catechism of the Catholic Church states that our faith community “has a duty to honor the family, to assist it, and to ensure...the protection of security and health, especially with respect to dangers like drugs, pornography, alcoholism...” It further states that the usage of drugs “inflicts very grave damage on human health and life. Their use, except on strictly therapeutic grounds, is a grave offense. Clandestine production of and trafficking in drugs is scandalous practices. They constitute direct co-operation in evil, since they encourage people to practices gravely contrary to the moral law.”

The Church community accepts its duty to honor the family and to assist it. This same community wishes to ensure the protection of security and health in all matters, but in a special way regarding dangers posed by drug and alcohol usage. Accordingly, CCHS has adopted the Policy on Drug and Alcohol set forth below.

The Catholic Diocese of Charlotte is committed to providing an optimal educational environment for all students attending the schools of the Diocese. To assist parents, the primary educators of their children, and to work toward the establishment of a safe and drug-free environment, screening of all students for drug usage is to be adopted at Charlotte Catholic High School (CCHS) beginning the 2004- 2005 academic year.

The Policy is intended to be both pastoral and punitive. It is a Policy directed at student conduct. As such, its primary aim is that of deterring young adults enrolled at CCHS from beginning or continuing drug and alcohol use and to steer them into appropriate education and treatment, whenever appropriate.

CCHS, through the Policy, seeks to empower its students with knowledge and skills to assist them in making responsible decisions about their behaviors. The high school, however, cannot be substituted for the powerful influences that rightfully reside in the family. The single most effective mechanism for the prevention and deterrence of drug and alcohol usage among students is a strong, moral, and loving family unit.

No family, therefore, should view the Policy as a means by which it may abdicate its responsibility. Rather, it should be viewed as a tool to assist the family in the process of preventing and deterring drug and alcohol usage among CCHS students. CCHS believes that the most effective means for implementing the Policy is through open communication among students, parents, and the school community. Such a collaboration effort will serve to enhance all aspects of school life as the high school continues its task of assisting students to become healthy, moral and protective citizens and church community members.

Attendance at CCHS is not a right, but a privilege. With the privilege come certain responsibilities. The high school holds students, parents and guardians to a high code of behavior in areas that affect the well-being and safety of all students. Accordingly, all

students and parents are required to consent to participation in all aspects of the Policy as a condition of the student's enrollment at the high school.

A refusal to submit to or attempt to falsify a test required by the Policy will be deemed as a positive test and substance use violation with the accompanying consequences as set forth in the Policy.

Section II Policy Components

As noted above, it is the intent of the Policy to assist students and their parents or guardians when confronted with the pain and confusion that unlawful substance use brings to young lives. The Policy is centered on three basic components: Education, Intervention, and Responsibility. Each of these are addressed below.

Section III Prohibitions

The use, possession, sale or purchase of any unlawful controlled substance in violation of federal law and/or the laws of the State of North Carolina, including but not limited to the following drugs, without proper written medical authorization previously provided to the Administration, is prohibited at CCHS or at any CCHS sponsored event (on or off campus), except as provided for herein: Alcohol, Cocaine, Opiates, Phencyclidine (PCP), Marijuana, Steroids, Barbiturates, and Methamphetamines.

The Policy is violated when a student is present on CCHS facilities or at any CCHS sponsored event while having in his/her body any amount of a prohibited substance listed herein; and/or upon a student's conviction for a violation of any North Carolina or federal law governing controlled substances or alcohol.

It is not a violation of the Policy to receive the Blood of Christ during Mass.

Section IV Education

In keeping with the pastoral element of the Policy, CCHS will offer, and each student will take educational instruction regarding the physical and psychological effects of alcohol and drugs. Such instruction will consist of class periods and/or other educational presentations throughout the school year as determined by the Administration. The instruction will be both scientific and moral. Additionally, the effects of alcohol and drugs will become part of the CCHS course offerings. Further, the moral implications of a student's decision to use alcohol and/or drugs will become part of the high school's Life of Jesus Christ (Morality) course offerings. CCHS Administration and faculty will receive training in the aspects of recognition and intervention when observing or confronted with a violation of the Policy.

Section V Intervention

ALCOHOL

Any use, possession, or purchase of an alcohol substance while on CCHS facilities or at a CCHS sponsored event (on or off campus), is a violation of the Policy. It is also a violation of the Policy for a student to have in his body any amount of alcohol while on CCHS facilities or at a CCHS sponsored event (on or off campus).

Random Testing

Screening for alcohol will be conducted at CCHS events as deemed by the Dean of Students and/or Assistant Principal with the approval of the Head of School.

Reasonable Basis Testing

If a student appears to be intoxicated/impaired or be in possession of alcohol during school hours or at a CCHS sponsored event on or off campus, the student will be brought to an Administrator for testing using a breathalyzer. The student's parent/guardian will be contacted, parent/guardian meeting will be scheduled, and disciplinary action will be at the discretion of the Dean of Students, Assistant Principal, and/or Head of School. Any related documentation will be placed in the student's confidential file.

CONTROLLED SUBSTANCES

Random Testing

Testing for drug usage will be conducted randomly at CCHS utilizing a procedure whereby on a date selected by the Dean of Students and/or Assistant Principal with the approval of the Head of School, students will be selected randomly by school ID number from a pool consisting of the total high school student body population. Consequently, it is possible that a student may be tested more than once a year. Conversely, it is also possible that a student may not be tested at all. The high school employs the services of an independent organization qualified to conduct such testing (the "Testing Organization") for the purpose of coordinating, collecting and analyzing suitable urine and/or saliva samples. The testing will be conducted at CCHS.

Reasonable Basis Testing

If a student appears to be impaired or in possession of controlled substances during school hours or at a CCHS sponsored event on or off campus, the student will be brought to an Administrator. The student's parent/guardian will be contacted, the student will be required to be drug tested before returning to school, parent/guardian meeting will be scheduled, and disciplinary action will be at the discretion of the Dean of Students, Assistant Principal, and/or Head of School. Any related documentation will be placed in the student's confidential file.

Section VI

Notification of Test Results

1. Alcohol

For a positive result, the Dean of Students and/or Assistant Principal will contact the student's parent/guardian, parent/guardian meeting will be scheduled, and disciplinary action will be at the discretion of the Dean of Students, Assistant Principal, and/or Head of School. Any related documentation will be placed in the student's confidential file.

2. Controlled Substances

The Testing Organization will notify the Dean of Students and/or Assistant Principal of each test result, who will then notify the Head of School. The Dean of Students and/or Assistant Principal will notify a parent/guardian of a positive test result and schedule a required meeting with the parent/guardian and student. A parent/guardian will be notified by email of a negative test result.

Section VII

Responsibility

1. First Violation

Upon a first violation of the Policy the student and his/her parent/guardian will be required to meet with the Dean of Students and/or Assistant Principal to review the terms of a substance abuse policy contract. The contract includes, but is not limited to, the following: the student and his/her parent/guardian must agree to an immediate assessment by a substance abuse professional approved by the Dean of Students and/or Assistant Principal; follow the plan of treatment established by the substance abuse professional (if the student does not follow the plan of treatment outlined by the substance abuse professional, the student will be expelled); agree to three (3) subsequent school administered drug tests (parent/guardian is responsible for the cost of the tests). The substance abuse professional will confirm the assessment was completed with the Dean of Students and advise the Dean of Students of the plan of treatment. It will be determined if the student will be permitted to participate in extra-curricular activities. If the student shows continued use during this period, he/she will be expelled.

The parent/guardian is responsible for all costs associated with assessment, treatment and follow-up testing.

Any test results will be maintained in the student's confidential file

2. Second Violation

Upon a second violation of the Policy the student and his/her parent/guardian will be required to meet with the Dean of Students and/or Assistant Principal to review the terms of a substance abuse policy contract. The contract includes, but is not limited to, the following: the student and his/her parent/guardian must agree to an immediate assessment by a substance abuse professional approved by the Dean of Students and/or Assistant Principal; follow the plan of treatment established by the substance abuse

professional (if the student does not follow the plan of treatment outlined by the substance abuse professional, the student will be expelled); agree to mandatory testing at CCHS for a period of one calendar year from the date of the second positive test, or in the event that the student has less than one calendar year before he/she graduates, for the duration of his/her career at CCHS. The substance abuse professional will confirm the assessment was completed with the Dean of Students and advise the Dean of Students of the plan of treatment. It will be determined if the student will be permitted to participate in extra-curricular activities. If the student shows continued use during this period, he/she will be expelled.

The parent/guardian is responsible for all costs associated with assessment, treatment and follow-up testing.

Any test results will be maintained in the student's confidential file.

3. Third Violation

Upon a third violation of the Policy, the student can be expelled.

Section VIII

Confidentiality

CCHS will make reasonable attempts to keep information respecting drug tests and any resulting disciplinary actions of the high school confidential. However, the high school cannot maintain confidential information that must be shared (for example, information given to a coach that the student must limit participation in an extra-curricular activity), or as required by law, or information that is shared with others by the student or the parent/guardian.

Section IX

Retention of Records

No documentation pertaining to each student's screening for drug usage will be made part of the student's permanent record but will be kept in the student's confidential file. Documentation will be destroyed upon the student's graduation from CCHS.

Section X

A refusal to submit to any drug test or attempt to falsify a drug test required by the policy will be deemed as a positive test and will lead to disciplinary action up to and including expulsion. Any student selling alcohol and/or drugs on campus or at school-sponsored events off-campus will be expelled. Any student buying alcohol and/or drugs on campus or at school sponsored events off-campus will face disciplinary action up to and including expulsion.

