



Drug and Alcohol Abuse Prevention Program

(DAAPP)

Annual Information 2018

Fuller Theological Seminary

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug- Free Schools and Communities Act (DFSCA) requires an institution of higher education (IHE) such as Fuller Theological Seminary, to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs both by Fuller students and employees both on its premises and as a part of any of its activities. At a minimum, an IHE must annually distribute the following in writing to all students and employees:

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, rehabilitation, or reentry programs that are available to employees or students; and
- V. A clear statement that the institution will impose sanctions on students and employees 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.

I. Standards of Conduct

A. *Employees*

Fuller Theological Seminary has adopted the "Alcohol- and Drug-Free Workplace Policy" and "Community Standard: Substance Abuse" to ensure a safe environment for employees, contractors, and temporary workers. These policies are available here: <http://employee.fuller.edu/learn-fuller/policies/documents/human-resources-policy-manual-effective-september-1-2017/#1117-ALCOHOL-AND-DRUG-FREE-WORKPLACE> and <https://www.fuller.edu/about/mission-and-values/community-standards5/>.

Employees should also be aware that Fuller Theological Seminary complies with Federal law regarding the use and possession of marijuana; therefore, marijuana use and possession on campus, including seminary housing, is prohibited even if the employee's use and/or possession meets the qualifications of the California Compassionate Use Act or the Adult Use of Marijuana Act. Documentation of medically prescribed marijuana will not exempt an employee from complying with the Seminary's *Community Standard: Substance Abuse*. The unlawful sale of alcoholic beverages or illegal drugs is also prohibited.

Employees are required to adhere to the requirements of these policies. Failure to adhere to these policies will result in disciplinary action as listed in Section V(A) below. The Executive Director of Human Resources is responsible for the administration of this policy.

B. Currently enrolled students

Currently enrolled students are required to abide by the seminary's *Community Standard: Substance Abuse*. The current community standard may be found here: <https://www.fuller.edu/about/mission-and-values/community-standards5/>.

Per the seminary's *Community Standard: Substance Abuse*, the following acts are considered violations:

the unlawful manufacture, distribution, dispensing, possession or use of alcohol or illicit drugs by any member of the Fuller community on Fuller property or as part of any of its activities is prohibited. While the use of alcohol by adults is lawful, alcohol use by adults is prohibited on the Fuller campuses, outside of the privacy of an individual's Fuller provided housing.

Students should be aware that state underage drinking laws will be enforced. Students should also be aware that Fuller Theological Seminary complies with Federal law regarding the use and possession of marijuana; therefore, marijuana use and possession on campus, including student housing, is prohibited even if the student's use and/or possession meets the qualifications of the California Compassionate Use Act or the Adult Use of Marijuana Act. Documentation of medically prescribed marijuana will not exempt a student from complying with the Seminary's *Community Standard: Substance Abuse*. The unlawful sale of alcoholic beverages or illegal drugs is also prohibited.

Failure to abide by the *Community Standard: Substance Abuse* will result in sanctions listed in Section V(B) below.

II. Legal Sanctions

A. Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act¹ as well as other related federal laws, the penalties for controlled substance violations includes, but is not limited to, incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal benefits (such as student

¹ 21 USC §801, *et seq.*

loans and grants). Browse fact sheets on drugs and information on Federal Drug Trafficking Penalties from the Drug Enforcement Administration (DEA) at <https://www.dea.gov/drug-information>.

B. State

The State of California has numerous laws regulating the possession and use of controlled substances and alcohol. As an example, under current California state law, “a person shall not knowingly or intentionally possess or distribute a controlled substance.” If an individual is found guilty of a violation of the state law, they may be subject to large fines and imprisonment. California Health and Safety Code Section 11350-11356.5.

In addition, “every person who sells, furnishes, gives, or causes to be sold, furnished, or given away any alcoholic beverage to any person under 21 years of age is guilty of a misdemeanor.” Violation of the law may subject a person to fines and/or community service hours.² See Business and Professions Code 25657-25668 BPC / Vehicle Code 13202.5 VEH. The State of California laws can be found at: <https://leginfo.ca.gov/faces/codes.xhtml>.

C. Local

The City of Pasadena ordinances prohibits the “sale, consumption or possession of an alcoholic beverage in an open container.”³ Violations of the city ordinance may subject an individual to fines and costs, requirement to participate in alcohol and/or substance abuse treatment and may possibly result in a driver’s license suspension. A full version of the city ordinances can be found at: https://www.municode.com/library/ca/pasadena/codes/code_of_ordinances?nodeId=TIT9PUPEMO WE ARTIIIOFAGPUDE CH9.24ALBEPU 9.24.010DRPR.

III. Health Risks

A. Drug Abuse

Most drugs of abuse can alter a person’s thinking and judgment, leading to health risks, including addiction, drugged driving and infectious disease. Most drugs could potentially harm an unborn baby. See <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts> for a list of commonly abused drugs and their effects.

B. Alcohol Abuse

“Alcohol affects every organ in the drinker's body and can damage a developing fetus. Intoxication

² CBPC 25658

³ PMC Chapter 9.24 - ALCOHOLIC BEVERAGES IN PUBLIC

can impair brain function and motor skills; heavy use can increase risk of certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and/or continued use despite harm or personal injury. Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that results in harm to one's health, interpersonal relationships, or ability to work.”⁴

C. Prescription Drug Abuse

What is Prescription Drug Abuse:

“Some medications have psychoactive (mind-altering) properties and, because of that, are sometimes abused—that is, taken for reasons or in ways or amounts not intended by a doctor, or taken by someone other than the person for whom they are prescribed. In fact, prescription and over-the-counter (OTC) drugs are, after marijuana (and alcohol), the most commonly abused substances by Americans 14 and older.”⁵

Commonly abused classes of prescription drugs include opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy). The use of prescription medications by anyone other than the prescribed individual is illegal and dangerous. Known health risks for inappropriate or illegal use include those listed above for these drug categories.

D. Nicotine Abuse

Tobacco use is the leading preventable cause of disease, disability, and death in the United States. According to the Centers for Disease Control and Prevention (CDC), cigarette smoking results in more than 480,000 premature deaths in the United States each year—about 1 in every 5 U.S. deaths—and an additional 16 million people suffer with a serious illness caused by smoking. In fact, for every one person who dies from smoking, about 30 more suffer from at least one serious tobacco-related illness.⁶

Nicotine can be found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew). Known health risks include chronic lung disease, cardiovascular disease, stroke, cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes, and addiction.

⁴ Information regarding alcohol abuse can be found at <http://www.drugabuse.gov/drugs-abuse/alcohol> (NIDA. (). Alcohol. Retrieved from <https://www.drugabuse.gov/drugs-abuse/alcohol> on 2018, August 8)

⁵ Information regarding prescription drug abuse can be found at <https://www.drugabuse.gov/drugs-abuse/prescription-drugs-cold-medicines> (NIDA. (). Over-the-Counter Medicines. Retrieved from <https://www.drugabuse.gov/drugs-abuse/over-counter-medicines> on 2018, August 8)

⁶ Centers for Disease Control and Prevention. *Smoking and Tobacco Use: Fast Facts*. http://www.cdc.gov/tobacco/data_statistics/fact_sheets/fast_facts/index.htm#toll. Page last updated February 20, 2018. Page last reviewed February 20, 2018.

IV. Drug and Alcohol Programs

A. *Employees*

The following programs and services are available for employees:

- Alcohol and substance abuse counseling and treatment available at Fuller Psychological and Family Services (FPFS): <http://fuller.edu/fpfs/>
- Access to an Employee Assistance Program for full-time benefit-eligible employees and their family members. Information regarding this program is available here: <http://employee.fuller.edu/blog/employee-assistance-program/>
- Allows the use of accrued paid sick or vacation, if applicable, while seeking treatment for alcohol and other drug problems; unpaid leaves may also be available
- Substance abuse needs and resources may also be available through an employee's medical benefits
- Ancillary training that contains sections about the potential negative effects of alcohol and drugs (e.g. "Preventing Discrimination and Sexual Assault" online training offered to all employees).

B. **Currently enrolled students**

The following programs and services are available to students at Fuller Seminary:

- Alcohol and substance abuse counseling and treatment available at Fuller Psychological and Family Services (FPFS) (<http://fuller.edu/fpfs/>)
- Ongoing promotion of counseling services available at FPFS through the following: Fuller's Community Standards, quarterly orientation for new students, and the Quad (Fuller's primary web portal for students)
- Additional student resources for dealing with alcohol and drug abuse are also available at Fuller's "Responding to Distressed Student Protocol" under the "Student Resources" section
- Seminars, workshops, and educational resources available through Fuller's Institute of Recovery Ministries (e.g. workshop on "Emotional and Spiritual Sobriety", seminar on "Effects of Addiction on Families", video resources, etc.) (<http://www.fullerinstitute.org/>)
- Ancillary training that contains sections about the potential negative effects of alcohol and drugs (e.g. "Preventing Discrimination and Sexual Violence" online training offered to all students)
- Seminary Chaplain(s) are available for prayer, counseling, and referrals at the Office of Vocation Formation
- The following [guide](#), can help you learn how to be proactive in understanding what constitutes substance abuse, how to keep one's habits in check, and how to spot problems in oneself or others:



V. Disciplinary Sanctions

A. Employees

The Alcohol- and Drug-Free Workplace Policy in section 11.17 of the HR Policy Manual states:

Employee violation of the seminary's conduct expectations involving controlled substances is subject to disciplinary action, up to and including the possibility of immediate termination from employment. Incidents on a seminary campus or incidents involving members of the seminary community may be reported to civil authorities for legal action.

It is a continuing condition of employment to abide by the above Alcohol- and Drug-Free Workplace policy, as well as the seminary's *Community Standard: Substance Abuse*. In addition, an employee must notify the Office of Human Resources in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five days after such conviction.

B. Currently enrolled students

The ethical standards of Fuller Theological Seminary are guided by an understanding of Scripture and a commitment to its authority regarding all matters of Christian faith and living. Enrollment at Fuller Theological Seminary includes a commitment by each individual to adhere to all of the seminary's published policies and ethical standards, including the seminary's *Community Standard: Substance Abuse*. The following, found in the Student Handbook, is a summary description of disciplinary actions possible for violating the Community Standard on substance abuse:

1. Upon a determination that a violation of a seminary community standard *has* been shown by a preponderance of the evidence/facts, appropriate disciplinary action will be imposed.
2. Corrective actions for students may include disciplinary action up to and including immediate termination of student status (expulsion). Corrective actions for authorized student organizations may include disciplinary action up to and including immediate termination of all rights and privileges as a campus organization.

Fuller Seminary strives to administer discipline that is appropriate for each unique circumstance. These disciplinary actions may include the following:

- Verbal warning
- Written reprimand
- Probation
- Suspension
- Loss of privilege
- Mandatory counseling
- Termination of student status with conditions for reapplication in the future
- Permanent termination of student status

The full process can be found in the Student Handbook:

http://documents.fuller.edu/registrar/handbooks/student_handbook/official_statements_procedures.asp

Fuller Theological Seminary is committed to maintaining an alcohol and drug-free environment, one conducive to the promotion of wellness and positive self-development of all members of its community. Hence, in addition to institutional discipline, when deemed appropriate, instances of illegal alcohol and drug use may be reported to civil authorities for legal action.

VI. Annual Notification of the DAAPP

A. Employee Notification

Notification of the information contained in the DAAPP will be distributed to all current employees of the seminary on an annual basis via email. On approximately a monthly basis, all new employees receive access to the DAAPP as part of the online Preventing Discrimination and Sexual Violence training provided to all new employees. The DAAPP is also available for review on The Employee Site at <http://employee.fuller.edu/drug-and-alcohol-abuse-prevention-program-daapp>. It is also posted on the Fuller website at <https://www.fuller.edu/wp-content/uploads/2018/01/DAAPP-FTS.pdf>.

B. Student Notification

Notification of the information contained in the DAAPP will be distributed to all currently enrolled students on an annual basis via email. On at least a quarterly basis, all new students receive access to the DAAPP as part of the online Preventing Discrimination and Sexual Violence training provided to all new students. The DAAPP can be accessed on the Quad from the Student Engagement and Success Home page at <http://quad.fuller.edu/studentlife/>. It is also posted on the Fuller website at <https://www.fuller.edu/wp-content/uploads/2018/01/DAAPP-FTS.pdf>.

VII. Oversight Responsibility

The Clery Compliance Committee, currently chaired by the Director of Compliance & Risk Management, shall have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, coordination of the annual notification to employees and students, and conducting a biennial review. The Clery Compliance Committee has representatives from Auxiliary Services, Campus Safety, Compliance & Risk Management, Housing & Residential Community, Human Resources, Office of Student Concerns, and Student Engagement & Success.

9/17/2018