

Judson University
Drug and Alcohol Abuse Prevention Policy

Foreword

The Judson University President and Leadership Team have approved the Judson University Drug and Alcohol Abuse Prevention Policy for the campus community. This policy will be applied within the framework of the University mission and strategic plan and in compliance with “The Drug Free Schools and Communities Act Amendments of 1989” (20 U.S.C. § 1011i; 34 C.F.R. §86.1et seq.; 55 Fed. Reg. 33,580 (Aug. 16, 1990)).

The purpose of this policy (the “Policy”) is to provide:

- Clear standards of conduct and firm and consistent enforcement practices regarding drugs and alcohol in accordance with state and federal laws
- Sanctions the university will impose for violations of its standards of conduct
- Information related to prevention programs for students and employees
- Available counseling and treatment programs

This Alcohol and Drug Use Policy will apply to all students, faculty and staff on the Judson University campus, extension campuses and extension programs.

I. Policy Statement

The Judson University Drug and Alcohol Abuse Prevention Policy, like other standards of conduct applicable to the University community, is intended to further the educational mission of Judson University. Faculty, staff and students are expected to foster an environment that promotes the acquisition of knowledge, nurtures the growth of the individual and assures the safety and well-being of every member of the University community.

The unlawful manufacture, sale, distribution, possession or use of any illicit drug or substance, or misuse or abuse of legal drugs, including over-the-counter medications, is not allowed on campus. In addition, creating a disturbance on campus because of possession or use of alcohol is also prohibited.

The use, including sale, distribution, possession, and consumption of alcoholic beverages on University property is strictly prohibited. In addition, creating a disturbance on campus because of possession or use of alcohol is also prohibited.

Regarding tobacco, while the University allows persons over the age of 18 to use tobacco products responsibly off-campus in accordance with the law, the use of tobacco products, including vaporizer devices, while on campus is prohibited. Additionally, the possession of tobacco products is prohibited within dormitories and other campus buildings.

II. Definitions

- **Alcoholic beverage:** for the purpose of this Policy, includes any beverage having alcoholic content.
- **Behavioral emergency:** behavior that is so unusual, bizarre, threatening or dangerous that it alarms the person or another person and/or requires intervention.
- **Reasonable suspicion:** A reasonable belief based on facts and circumstances that a violation has been committed. Examples of reasonable suspicion could include the odor of alcohol or marijuana on a person or in their dorm room, a report from a credible

source of an illicit drug or alcohol violation, possession of alcohol or drug paraphernalia, or physical signs and symptoms of alcohol or illicit drug use. Reasonable suspicion could be used as justification in searching a dorm room or other property or requiring a person to submit to alcohol or drug testing.

III. Standards of Conduct

- A. All University faculty, staff and students are expected to comply with applicable local, state and federal laws and all University policies pertaining to the possession, use or sale of alcohol and drugs. Judson University follows local and federal laws prohibiting the unlawful manufacture, distribution, sale, possession, advertisement or use of illicit drugs and alcohol by any person on property owned or controlled by Judson University or as part of any on-campus or off-campus University activity. These laws carry penalties for violations, including monetary fines, forfeiture, and imprisonment.
- B. University faculty and staff are expected to remain unimpaired by drugs or alcohol while working or when participating in any on-campus or off-campus University activity.
- C. Possession and/or consumption of alcoholic beverages and intoxication of any person, regardless of age, on the Judson University campus or as part of any on-campus or off-campus University activity is strictly prohibited.
- D. Faculty, staff and students are responsible for conduct of their guests on the Judson University campus or as part of any on-campus or off-campus University activity.
- E. Faculty, staff and students are responsible for notifying Campus Safety for any person known to be experiencing a health or behavioral emergency resulting from the consumption of alcoholic beverages or the use of illicit drugs.

IV. Prohibitions

The University prohibits the following on Judson University's campuses, buildings used for academic or other official purposes, or as part of any on-campus or off-campus University activity:

- A. Pertaining to alcohol
 - 1. Possessing, distributing (any form of exchange, gift, transfer, or sale), or consuming alcoholic beverages
 - 2. Driving under the influence of alcohol
 - 3. Intoxication of any person (intoxication defined as a blood alcohol content in excess of 0.08)
 - 4. Possession of containers that previously contained alcoholic beverages
 - 5. It shall not be considered an automatic policy violation for a person over the age of 21 to possess in his or her vehicle an unopened container of alcohol, if the person removes the alcohol from campus within a reasonable amount of time after being asked to do so by Campus Safety, their supervisor, or other representative of the institution.

- B. Pertaining to illicit drugs
 - 1. Possessing, distributing (any form of exchange, gift, transfer, or sale), or consuming illicit drugs
 - 2. Driving while impaired
 - 3. Possession of paraphernalia including any item typically used to process, inhale, vaporize, smoke, ingest, inject, or mask the use of drugs, regardless of whether the item has been used for illegal purposes
- C. Note that the possession and/or consumption of medical marijuana on campus grounds is also prohibited
- D. Employees using prescribed or over-the-counter medication are prohibited from operating University vehicles or equipment at any time when their ability to do so might be impaired by the medication. In addition, no passenger in a University vehicle may consume alcoholic beverages or use non-prescribed controlled substances while in the vehicle.

V. Substance Abuse Testing

- A. Selected university positions may require substance abuse testing initially before a final offer of employment can be made. This testing may involve obtaining samples of saliva and/or urine.

Information regarding employee substance abuse testing will be maintained by Human Resources and kept confidential with the following exceptions: If an individual refuses to participate in drug abuse testing or fails it, Human Resources will categorize the individual as “not eligible for hire”. The individual may not reapply for employment for Judson University for one year. Positions that require pre-employment substance abuse testing:

- a. Campus Safety employees
 - b. Residence Life staff
 - c. Athletics coaches
 - d. Any positions that operate University-owned vehicles or with responsibility for transporting other employees or students
- B. Judson University may repeat substance abuse testing of any individual who was required to complete pre-employment testing if there is reasonable suspicion that the person has abused a substance, and shall order substance abuse testing of any employee immediately after any motor vehicle collision that occurred where the employee was the driver of a vehicle owned or rented by Judson University.
- C. Students may be selected by Student Life for substance abuse testing due to reasonable suspicion of drug use.
- D. The Department of Campus Safety EMS has the authority to administer a Breathalyzer alcohol test of any employee or student suspected of being under the influence of

alcohol. Results of any Breathalyzer test of a student or employee will be made available to the Vice President having authority over the tested individual, and to Human Resources if the individual is an employee of Judson University. Refusal to take a Breathalyzer test will be considered evidence of alcohol consumption.

VI. Disciplinary Sanctions

- A. Any person who violates this Policy or applicable laws while on Judson University's campus property or while participating in a University activity will be subject to disciplinary sanctions, removal from property and/or arrest and referral for criminal prosecution.
- B. Additional sanctions beyond what is specified in this Policy may apply to persons who are involved in other activities (for example loss of student leadership positions or scholarships).
- C. Pertaining to traditional student alcohol or illicit drug violations:
 - 1. First violation – Discipline Action Plan meeting with Dean of Student Life, participation in Wellness Center educational presentation, assignment to mentor as appropriate, follow-up substance abuse testing, and work hours:
 - i. For alcohol violations by students under 21: 15 work hours
 - ii. For dry campus alcohol violations by students 21 and over: 10 work hours
 - iii. For alcohol violations involving students who provide alcohol or host a location for alcohol consumption to students under age 21: 20 work hours
 - iv. For illicit drug or other substance abuse: 20 work hours
 - 2. Second violation – Discipline meeting with Dean of Student Life, participation in no less than three counseling sessions with Wellness Center (cost assumed by student), follow-up substance abuse testing, and work hours:
 - i. For alcohol violations by students under 21: 15 work hours
 - ii. For dry campus alcohol violations by students 21 and over: 10 work hours
 - iii. For alcohol violations involving students who provide alcohol or host a location for alcohol consumption to students under age 21: 20 work hours
 - iv. For illicit drug or other substance abuse: 20 work hours
 - 3. Third or subsequent violations – Discipline meeting with Dean of Student Life, completion of Renz Center substance abuse evaluation with results made available to Judson University Student Life and Wellness Center staff, participation in no less than six counseling sessions with Wellness Center (cost assumed by student), and work hours:
 - i. For alcohol violations by students under 21: 15 work hours
 - ii. For dry campus alcohol violations by students 21 and over: 10 work hours

- iii. For alcohol violations involving students who provide alcohol or host a location for alcohol consumption to students under age 21: 20 work hours
 - iv. For illicit drug or other substance abuse: 20 work hours
 - D. Pertaining to non-traditional students committing alcohol or illicit drug violations, if a non-traditional student commits an alcohol or illicit drug use violation, he or she will be immediately removed from campus and suspended pending a follow-up meeting with the department or division chair and a representative from Campus Safety. The purpose of this meeting is to determine disciplinary sanctions for the violation which would range from suspension up to dismissal from the program. Additional measures could include requiring the student to participate in substance abuse treatment and follow-up drug testing.
 - E. In situations where the Dean of Student Life or Director of Campus Safety believes a student's behavior poses a threat to their own or another person's physical safety or health, he or she may refer the situation to the Behavior Assessment Team who may recommend additional measures to protect the safety of the student and campus community which could include removal of the student from the campus pending treatment in an approved program.
 - F. Students who operate a motor vehicle on campus while intoxicated or impaired due to alcohol or other substance abuse, or who attempt to operate a motor vehicle while in this state, may have their parking permit revoked by Campus Safety to protect the safety of the campus community.
 - G. For violations related to distributing (any form of exchange, gift, transfer, or sale) illicit drugs or other controlled substances, the sanction may increase to the maximum penalty of expulsion.
 - H. Campus Safety will notify law enforcement to turn over any discovered illicit substances that are seized or otherwise recovered.
 - I. Students who have been convicted under state or federal law involving the possession or sale of a controlled substance may be ineligible for federal student aid for specific periods, ranging from one year to an indefinite period depending on the nature of the offense and whether the student is a repeat offender.
 - J. As Judson University is a member of the NCCAA (National Christian College Athletic Association), we have adopted the Code of Conduct for athletes as stated in the NCCAA Official Handbook, dated July 2017, Article VII, Section II. Athletes of participating institutions must refrain from practices such as the use and promotion/possession of illegal drugs, marijuana, alcoholic beverages, simulated alcoholic products, and tobacco/nicotine products. Failure in this type of behavior may result in immediate suspension of an individual or institution from participation.
 - K. Any employees who are directly engaged in the performance of work pursuant to the provisions of a federal grant or contract are required under the Drug-Free Workplace Act
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to notify their supervisors within five days of a conviction for a drug-statute violation occurring in the workplace. Employees found to be in violation of this Policy or applicable law will be subject to University disciplinary procedures up to and including dismissal from employment. Additionally, employees must report any drug-related or alcohol-related misdemeanor or felony conviction to the Office of Human Resources.

- L. The University is committed to referring members of the community for appropriate treatment and education through its student and employee assistance programs.

Judson University may provide amnesty from disciplinary sanctions to students and employees who request assistance dealing with an alcohol or substance abuse problem. Part of this process may include requiring the student or employee to participate in subsequent drug abuse screening.

VII. Health Risks:

Health Risks associated with the abuse of drugs or alcohol are numerous and can include mental and physical impairment. The abuse of drugs or alcohol can affect a person's academic, professional and personal life. Drug or alcohol use can create a health and safety risk for the user and other members of the University.

A. Alcohol

Alcohol consumption causes a number of changes in behavior and physiology. Even low quantities of alcohol significantly impair judgment, coordination, and abstract mental functioning. Statistics show that alcohol use is involved in a majority of violent behaviors on college campuses, including acquaintance rape, vandalism, fights, and incidents of drinking and driving.

Continued alcohol abuse may lead to dependency, which often causes permanent damage to vital organs and deterioration of a healthy lifestyle. Sudden cessation or withdrawal after chronic, long-term alcohol use may cause delirium tremens, a life-threatening complication that may increase risk of seizure.

B. Illicit Drugs

1. Cannabis, including marijuana and derivatives (resin, hashish oil) may impair or reduce short-term memory and comprehension, alter sense of time, and reduce coordination and energy levels. Frequent users often have a lowered immune system, and an increased risk of lung cancer.
2. The use of hallucinogenic drugs including LSD, mescaline, and psilocybin causes hallucinations and illusions. Feelings of panic, confusion, suspicion, anxiety, and loss of control are common. Users may experience flashback events after use has stopped. Phencyclidine (PCP) affects the section of the brain that controls the intellect, and can block sensations of pain, resulting in violent episodes with self-inflicted injury.

3. The use of opioids such as heroin and opium can cause diminished pain and drowsiness as well as respiratory depression leading in some cases to respiratory arrest, a total cessation of breathing.
4. The use of stimulants such as amphetamines, methamphetamines, and cocaine can cause heart problems including dysrhythmias, chest pain, anxiety, paranoia, memory impairment, mood disorders, tremors, seizure, and in some cases death.

C. Prescription Drugs

Prescription drugs are FDA-approved drugs that must by federal law be dispensed under the direction and supervision of a physician. Prescription drugs may have effects on mood and the ability to safely operate vehicles or other heavy equipment. Abusing prescription drugs or combining alcohol or illicit substances with prescription drugs may result in a greater health risk including the possibility of respiratory depression, seizure, or heart arrhythmias.

VIII. Student and Employee Assistance Programs

The University provides the following services and resources for alcohol and/or drug-related problems.

- A. Wellness Center Counseling. The Wellness Center is located at the University Center.
- B. Referrals from the Wellness Center for substance abuse treatment programs, 12 step programs, and faith-based area programs.
- C. For full-time employees, Judson provides LifeWorks, an Employee Assistance Program through Metlife. Employees may access this free, confidential service 24/7 at 888-319-7819 for help with problems including addiction and recovery.

IX. Laws

The following list of local, state, and federal laws pertains to the unlawful possession or distribution of illicit drugs and alcohol.

- A. Drugs
 1. Illinois Controlled Substances Act 720 ILCS 570
 2. Illinois Cannabis Control Act 720 ILCS 550
 3. Compassionate Use of Medical Cannabis Pilot Program Act PA 089-0122
 4. Illinois Vehicle Code 625 ILCS 5/11
 5. Federal Controlled Substances Act 21 U.S.C. 801
- B. Alcohol
 1. Illinois Liquor Control Act
 2. Driving Under the Influence

X. Judson University Alcohol and Drug Policy Committee

The following Committee members are responsible for the maintenance of Judson University's Alcohol and Drug Policy. The Policy is reviewed frequently and revisions to the Policy are made only after the Committee has approved them. Please contact any of the Committee members with comments, questions or concerns regarding Judson University's Alcohol and Drug Policy.

Committee Members:

- Nick Salzmann, Executive Director of Campus Safety
- Elliott Anderson, Dean of Students
- Carol DiDominicis, Counselor
- Chris Moment, Assistant Director of Athletics
- Wayne Pearson, Associate Vice President of Human Resources
- Patricia Gard, Payroll and Benefits Administrator

Record of Changes:

6/15/2018 – Enacted as policy

7/12/2018 – Updated committee members and employee assistance program information

7/16/2018 – Added to: Disciplinary Sanctions section K, Prohibitions section D, section VIII

8/27/2018 – Reapproved by Leadership Team