

Gordon-Conwell Theological Seminary

Boston-Campus

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Drug Free Schools and Communities

Regulations – Compliance Policy

August 3, 2018

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Policy on Drug and Alcohol Abuse

Gordon-Conwell Theological Seminary, South Hamilton campus is in compliance with the Drug-Free School and Communities Act Amendment of 1989 (Drug and Alcohol Abuse Prevention Regulations, also known as "Part 86," is taken from the Federal Register [Vol. 55, No. 159, Thursday, August 16, 1990, pp. 33580-33601]) relating to the illegal use of alcohol and drugs.

Following Is A Policy Statement Regarding This Act.

Gordon-Conwell Theological Seminary seeks to provide a safe setting and to protect the public health for all members of the seminary community by securing a drug-free environment in compliance with the Drug-Free Schools and Communities Act Regulations of 1989 (Federal Law). **The law declares that students and employees have the right to study and work in a setting free from the effects of drug or alcohol abuse. In keeping with the principles outlined in our Community Life Statement and our Christian tradition as a theological seminary which prepares men and women for Christian ministry, the following policies dealing with the illegal and abusive use of alcohol or drugs are adopted in compliance with the law.**

Seminary policy prohibits the following:

- The use, possession, manufacture, distribution or sale of illegal drugs, controlled substances (including marijuana), or drug paraphernalia on seminary premises, in Seminary-supplied vehicles, or at any official function or seminary activity.
- The use, possession, manufacture, distribution or sale of alcoholic beverages on seminary premises, in seminary-supplied vehicles, or at any official function or seminary activity.
- Being under the influence of an unauthorized controlled substance, illegal drug or alcohol on seminary premises, in seminary-supplied vehicles, or at any official function or seminary activity.
- The use of alcoholic beverages or drugs that adversely affects a student's academic performance, preparation for ministry, or practice of ministry, or that adversely affects an employee's work performance, or that is a threat to individual safety on the part of students or employees, or that adversely affects the seminary's reputation in the public arena on the part of students or employees.

The following procedures will be observed in cases of suspected abuse or violation of the above policies:

I. Students

Referral for investigation of possible abuse will be made to the Boston Judicial Committee. Referral may come from several sources, such as residence life coordinators, fellow-students, faculty or staff members, spouses, area clergy, Campus Safety officers, etc. Procedure for Disciplinary Action will be observed (This may be found in the Student Handbook, on the Hamilton website).

II. Faculty

The process-involving faculty shall follow the Faculty Handbook.

III. Staff

The process for staff and administration is contained in a separate statement and is available in the Human Resources Office as part of the Staff Handbook.

Summary of Legal Sanctions Covering Alcohol and Drug Abuse

- Local, state, and federal laws make illegal use of drugs and alcohol serious crimes.
- Convictions can lead to imprisonment, fines and assigned community service. Courts do not reduce prison sentences for convicted persons to attend school or continue their jobs. A felony conviction for such an offense can prevent you from entering many fields of employment or professions.
- Cities and towns in Massachusetts, specifically Hamilton, prohibit public consumption of alcohol and impose fines for violation. The Massachusetts Department of Conservation and Recreation (DCR) also prohibits public consumption of alcohol in its parks around Boston.
- Massachusetts law prohibit sale or delivery of alcoholic beverages to persons under 21 with a fine of up to \$2,000 and 6 months' imprisonment, or both.
- Misrepresenting one's age or falsifying an identification to obtain alcoholic beverages is punishable by a fine of \$300. First conviction of driving under the influence of alcohol has a \$1,000 fine, one-year revocation of driver's license, up to two years in prison and mandatory alcohol rehabilitation.
- Massachusetts has criminal penalties for use of controlled substances, or drugs, with penalties varying with the type of drug. In general, narcotic, addictive, and drugs with a high potential for abuse have heavier penalties. Possession of drugs is illegal without valid authorization. While penalties for possession are generally not as great as for manufacture and distribution of drugs, possession of a relatively large quantity may be considered distribution.
- **Massachusetts campuses please note relative to marijuana: Even though the Commonwealth of Massachusetts has decriminalized marijuana use in the state and as further changes went into effect on July 1, 2018 marijuana remains a Schedule I narcotic under the Federal Controlled Substances Act and as such marijuana (*medical and recreational*) cultivation, possession or use is strictly prohibited on the campuses of Gordon-Conwell Theological Seminary so that the institution may remain in compliance with the Drug-Free Schools and Communities Act.**
- Under state and federal laws, penalties for possession, manufacture and distribution are much greater for second and subsequent convictions. Many laws dictate mandatory prison terms and the full minimum term must be served.
- Massachusetts makes it illegal to be in a place where heroin is kept and to be "in the company" of a person known to possess heroin. Anyone in any context where heroin is present risks a serious drug conviction.
- Sale and possession of "drug paraphernalia" is illegal in Massachusetts.
- Persons convicted of drug possession under state or federal law are ineligible for federal student grants and loans for up to one year after the first conviction, five years after the second; third conviction may result in indefinite ineligibility. The penalty for distributing drugs is loss of benefits for five years after the first, 10 years after the second, permanently after the third conviction.
- Under federal law, distribution of drugs to persons under age 21 is punishable by twice the normal penalty with a mandatory one year in prison; a third conviction is punishable by mandatory life

imprisonment. These penalties apply to distribution of drugs in or within 1,000 feet of a college (seminary) or school.

- Federal law sets greatly heightened prison sentences for manufacture and distribution of drugs, if death or serious injury from use of the substance.

Health Risks and the Effects of Alcohol

Alcohol consumption causes several marked changes in behavior. Even in low doses it significantly impairs the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increases the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairment in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Repeated use of alcohol can lead to dependence.

Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Health Risks and the Effects of Marijuana (Cannabis)

Marijuana use may have a wide range of risks and effects, both physical and mental.

Physical Effects

- Breathing problems.
- Increased heart rate.
- Problems with child development during and after pregnancy.
- Intense nausea and vomiting.

Mental Effects

Long-term marijuana use has been linked to mental illness in some people, such as:

- temporary hallucinations
- temporary paranoia
- worsening symptoms in patients with *schizophrenia*—a severe mental disorder with symptoms such as hallucinations, paranoia, and disorganized thinking

Marijuana use has also been linked to other mental health problems, such as depression, anxiety, and suicidal thoughts among teens. However, study findings have been mixed.

Local Alcohol and Drug Resources

Boston Drug Treatment Centers
71 Commercial Street,

Boston MA 02109
<http://www.bostondrugtreatmentcenters.com>
617-517-6448

CAB Health & Recovery Services Inc.
Detoxification Unit
111 Middleton Road,
Danvers, MA 01923
978-777-2121 <http://www.cabhrs.org>

CAB Health and Recovery Services
110 Green Street,
Lynn, MA, 01902
781-593-9434

CAB Health and Recovery Services Inc.
800 West Cummings Park,
Woburn, MA, 01801
781-935-3025

NAMI Massachusetts
The Schrafft Center
529 Main Street, Suite 1M17
Boston MA 02129
<http://www.nami.org/Local-NAMI?state=MA>
617-580-8541

Project Cope
117 N Common Street,
Lynn, MA 01902
781-581-9270 <http://www.projectcope.com>

Biennial review of the Program

The Drug-Free Schools and Communities Regulations requires that every two years (on even numbered years) the Seminary conduct an audit of the effectiveness of their Drug-Free Schools and Communities program. To determine the effectiveness of the above stated Drug-Free Schools and Communities Program, Gordon-Conwell Theological Seminary has established a Drug-Free Schools and Communities Review Team. This team meets biennially during the summer months to conduct a review of current programs, practices, policies, any new or changing laws related to this act, and to suggest modifications, if needed, to the current program.

Members of This Team Are:

- *Winsome Kelly, Campus Operations Manager*
- *Mark Thomas, Director of Bruce Jackson Memorial Library*
- *Jacqueline Dyer, Director of Counseling and Academic Support Initiatives & Assistant Professor of Counseling*

Note: From time to time others may be invited to attend the annual review meeting as deemed appropriate. A review of the program was completed on September 2, 2016.

- A record of the current plan, related programs, statistics related to any incidents, and compliance with this policy, plus the biennial findings of this audit team is kept on file in the Campus Safety office.
- All records of disciplinary actions and/or counseling sessions related to drug and Alcohol abuse is kept in the confidential files of Student Life Services, Department of Public Safety, Campus Safety, or Human Resources as appropriate.

Distribution of Drug-Free Schools and Communities Regulations Information

The following program is in place to ensure the required distribution of the policy to every faculty, staff, and student each year.

By providing a link to the official Web site of the Office of Safe and Healthy Students. This link is:
<http://www2.ed.gov/about/offices/list/ose/index.html>

Each year, prior to October 1st Campus Safety sends out an email to all faculty, staff, and students, reminding them of the Seminary's position on Safe and Drug-Free Schools and Communities. Since all faculty, staff, and students have access to email, this meets the minimum requirement of informing annually all faculty, staff, and students about the Drug-Free Schools and Communities Policy. Hard copies of Gordon-Conwell Theological Seminary's Drug-Free Schools and Communities Regulations Policy are available from the Department of Public Safety, Campus Safety upon request.

Enforcement

The enforcement of the Drug-Free Schools and Communities Act Regulations as put forth in the program and in the Seminary policies, rest primarily with Human Resources, Student Life Services, and the Department of Public Safety, Campus Safety. However, the Seminary assumes that each faculty, staff, and student who voluntarily becomes part of the Gordon-Conwell Theological Seminary community agrees to abide by its Standards of Conduct and Community Life Statement.

Biennial review completed: August 22, 2018

Updated: August 22, 2018