

## **SPRING ARBOR UNIVERSITY**

### **POLICY REGARDING THE USE OF ALCOHOL, TOBACCO, AND ILLEGAL DRUGS**

The federal Drug-Free Schools and Communities Act Amendment of 1989 provides that each institution of higher education receiving any form of federal financial assistance, (including student loans or grants), must adopt a policy regarding the unlawful use, possession, or distribution of illicit drugs and alcohol by its students and employees, and implement a program to prevent the use, possession, or distribution of illicit drugs and alcohol by its students and employees. Spring Arbor University has had a policy in effect for many years prohibiting the unlawful use possession, or distribution of illicit drugs and alcohol by its students and employees, and also has had a prevention program in place. However, to affirm the requirements of the Act, Spring Arbor University has restated its policy and adopted the restated policy as set forth herein, and has centralized its prevention program. A copy of this policy will be posted on the University web-site and will be distributed to the University's students and employees on an annual basis, in accordance with the guidelines of the University's Program. A copy of this policy also is included in the Annual Campus Fire and Safety Report, and in the Student Handbook and the Employee/Faculty Handbooks.

In keeping with the distinctive Christian nature of our community and the University's "Community Standards", Spring Arbor University's policy also prohibits tobacco use, and provides that the University has zero tolerance in regard to the use of illegal drugs (also known as "illicit drugs"), by its students and employees. This prohibition extends to the use and/or possession of marijuana, which is considered by the University to be an illegal drug whether or not a student or employee has a prescription for medical marijuana use. The unlawful manufacture, distribution, possession, or use of a controlled substance is prohibited at the University by students or employees. The use of alcohol or tobacco by students, and the use, misuse and abuse of drugs and other illicit substances will not be tolerated. This policy is in effect on a campus-wide basis, at all campus facilities, and also during any University-sponsored events and activities, whether held on or off-campus. It is applicable in all University facilities, including but not limited to, classroom buildings, residence halls, and other student housing.

The University's Community Standards are posted on the University web-site and also appear in the Student Handbook and the Employee/Faculty Handbooks. Students are under the Community Standards from the day they arrive on campus until they leave in the spring semester and/or May term. This includes all Core trips, class trips, internships, cross-cultural programs, and semester abroad programs. All Community Standards also must be adhered to, if a student chooses to live or work on campus during the summer or during any semester breaks. A student who uses or distributes alcohol, tobacco, or illicit drugs or substances on-campus or is on campus under the influence of such substances will be subject to disciplinary action. A student's behavior off-campus may be subject to disciplinary action, if it fails to comply with the Community Standards and this policy.

Spring Arbor University recognizes our evangelical Christian community has specific expectations of the traditional resident and commuter students on and off campus, and specific expectations of University employees. In keeping with these expectations and the University's Community Standards, students are obligated to abstain from the use, possession or distribution

of alcohol or tobacco, and students and employees are obligated to abstain from the abuse of prescription or non-prescription drugs or mind-altering substances. The University reserves the right to address suspected violations involving employees and the nontraditional student who resides off campus, on an individual basis.

All University employees are expected to abide by the Community Standards as long as they are employed by Spring Arbor University, as their behavior is considered to directly reflect on the University and the University community. An employee who distributes alcohol, tobacco, or illicit drugs or substances on-campus or on the job, or comes to campus or work under the influence of such substances will be subject to disciplinary action. Nothing in this policy will be deemed to change the 'at-will' nature of the employment relationship. Employees must, as a condition of employment, abide by the terms of this policy and report any conviction under a criminal drug statute for violations occurring on or off University premises. As required by the Drug-Free Workplace Act of 1988, the employee must report any such conviction to the University's Human Resources department, within five (5) days after the conviction.

In addition to complying with the Community Standards, the University requires all of its students and employees to abide by the laws of local, state and federal governments. The illegal use, possession, or distribution of alcohol or tobacco, or the use, possession or distribution of illegal drugs is prohibited. The University reserves the right to discipline students up to and including dismissal from the University, and to take disciplinary action in regard to its employees, up to and including termination of employment, when the University is made aware of any such violations, whether on or off campus. Students are expected to review the provisions of the Student Handbook regarding the use and possession of alcohol, tobacco, and illegal drugs. Employees are expected to review the provisions of the Employee/Faculty Handbook regarding the use and possession of alcohol, tobacco, and illegal drugs. In addition to internal disciplinary action by the University, the illegal use of drugs or alcohol can result in a range of criminal penalties including fines, probation, and imprisonment, depending on the seriousness of the crime and the criminal history of the offender.

The laws of the State of Michigan provide that persons under the age of 21 may not purchase, possess or consume alcohol, and persons under the age of 18 may not purchase, possess, or use tobacco, however, Spring Arbor University has designated its campuses to be drug, alcohol, and tobacco-free, notwithstanding that an individual may be of legal age to purchase, possess, or consume such substances. The possession, sale, or consumption of alcohol or tobacco on Spring Arbor University's campus is prohibited. The possession, sale, manufacture or distribution of any controlled substance is prohibited and illegal under both state and federal laws. Such laws are strictly enforced by the Campus Safety Department, with assistance from local police agencies. Violators are subject to University disciplinary action, in addition to any criminal enforcement which may include criminal prosecution, fines, and imprisonment.

The University is also concerned about the serious health and safety consequences which can occur due to the use and abuse of alcohol, tobacco, and illegal drugs. Students and employees should be aware that health conditions such as alcoholism, cirrhosis of the liver, and alcohol poisoning can result from the use and abuse of alcohol. Driving under the influence of alcohol or drugs is also a serious safety issue which can cause accidents resulting in serious

injury or death. Use of illegal drugs can result in serious health problems such as drug addiction, hepatitis, and even death. The use of tobacco can cause cancer, emphysema, and other serious health problems for the user and for those who are subject to second-hand effects of such use.

Conduct contrary to the University's stated standards, values and expectations regarding alcohol, illegal drugs, or tobacco use is subject to institutional confrontation and discipline, which may include separation from the community. It is understood that a person's level of maturity and leadership role may impact the institution's response to that individual. The University has a Growth Initiative process which may be used by students to deal with issues involving alcohol, misuse of prescription drugs, or tobacco use. The Growth Initiative process is considered to be a proactive measure and a student may not avail themselves of the Growth Initiative process in regard to a particular issue after being caught violating the Community Standards regarding that issue.

If a student or employee is experiencing problems with drug, alcohol, or tobacco use, Spring Arbor University has a variety of options available for advice and help. These include the University chaplain, the University's Holton Health and Wellness Center, Student Development and Learning, the residence life staff, Human Resources, and faculty members. In cases where more specialized counseling is needed, referrals can be made to the University's Director of Counseling Services. Substance Abuse Assistance is available and any member of the University community seeking assistance for substance abuse is encouraged to contact a staff member of the Holton Health and Wellness Center or Human Resources. Informational brochures regarding substance and alcohol abuse are available at the Student Development and Learning Office, the Holton Health and Wellness Center, and in the Office of the Human Resources Department.

This policy is implemented through the University's Program to Prevent Alcohol, Tobacco, and Illegal Drug Use, ("the Program"). The Program is designed to prevent the use of illicit drugs and the use and abuse of alcohol and tobacco by students and employees. The Program contains guidelines related to the Policy, and includes procedures regarding the dissemination of informational materials, educational programs, available counseling services, referrals, and University disciplinary actions.

The University reserves the right to amend, change, or replace this policy in its entirety at any time, in its sole discretion. In the event there is a material revision to the policy, in the opinion of the University, students and employees will receive a notice containing a revised copy of the policy, or instructions as to where they may obtain a copy of the revised policy.

Initial Effective date: February 1, 2013; revised July13, 2015