



**Southeastern**  
Baptist Theological Seminary

## Drug and Alcohol Prevention Program

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It is the desire of Southeastern Baptist Theological Seminary and the College at Southeastern (SEBTS) to provide the highest quality of education as well as an environment that facilitates learning and Christian growth. All students, faculty, and staff are expected to live according to the highest standards of Christian behavior. In addition, the Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988 require all schools and institutions of higher education to adopt and implement a program to prevent the illicit use of drugs and the abuse of alcohol

by students and employees on SEBTS property or as part of any SEBTS activity.

This policy, which is part of the SEBTS program adopted to comply with these Acts, will be distributed to all students, staff, and faculty annually. If the student or employee has any questions regarding this policy or wishes to receive further information on the institution's Drug-Free Schools and Communities Act and Drug-Free Workplace Act program, the student or employee should contact the Dean of Students Office or the Human Resources Office.

### Standards of Conduct

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SEBTS supports and endorses the Federal Drug-Free Workplace Act of 1988 (41 USC § 701 et seq.) and the Drug-Free Schools and Communities Act amendments of 1989 (20 USC § 1145(g)). Pursuant to these Acts, the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, including illicit drugs or abuse of alcohol (as defined in these Acts) by an employee or student on the property of SEBTS or as part of any SEBTS activities is prohibited, and shall be subject to disciplinary action in accordance with applicable policies of the institution. For employees, SEBTS will take appropriate personnel action for such infractions, up to and including termination. Students who violate this policy will be subject to sanctions as set forth in the Student Handbook including suspension and expulsion from SEBTS.

As a condition of employment, all employees shall abide by the terms and conditions of 41 USC § 701 et seq. and 20 USC § 1145(g). As such, an employee must notify the institution of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. Such notice shall be provided in writing by the employee to the Director of Human Resources. SEBTS will, in turn, notify as appropriate, the applicable federal agency of the conviction within ten days of its receipt of notification of the conviction. For such conviction, SEBTS will take appropriate personnel action, up to and including termination, within thirty (30) days of receiving notice of such conviction. Employees may also be required to satisfactorily partic-

ipate, at their expense, in a drug abuse assistance or rehabilitation program as approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency before being allowed to return to work, which may include drug and alcohol testing, as applicable. Employees may also be required to undergo reasonable suspicion drug and alcohol testing as part of this program. For purposes of this policy, a "conviction" means a finding of guilt (including a plea of *nolo contendere*) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

SEBTS complies with the Drug-Free Schools and Campuses Regulations that requires institutions of higher education to conduct a biennial review of their alcohol and drug programs and policies in order to analyze current trends, provide effectiveness and solutions, and to ensure that disciplinary sanctions are being enforced within the institution. All institutions of higher education receiving federal funds or financial assistance must develop and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The Human Resources Office in conjunction with the Dean of Students Office will conduct the biennial review. The Dean of Students Office will conduct the biennial review. We will contact HR to see if any employees have abused alcohol or drugs at the time of the review. If the HR Office could keep a record of faculty or student employee alcohol/drug abuse cases for this purpose, that would be much appreciated.

## Legal Sanctions

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In addition to serious health risks, employees and students who violate drug laws face serious legal sanctions. Various local, state, and federal laws apply to the possession, use, and distribution of controlled substances. SEBTS will refer violations or proscribed conduct to appropriate authorities for prosecution.

The legal age for possession of alcohol in the State of North Carolina is 21. Minors who possess and consume alcohol and adults who supply alcohol to a minor are both subject to misdemeanor charges of probation and face potential sanctions including loss of driver's license, a fine starting at \$100 that can go up to \$1,000, community service, and/or jail time. Consumption of alcohol in North Carolina by anyone under the age of 21 is a Class 1 Misdemeanor. North Carolina General Statute 18B-302 states that to aid, abet, sell, or give alcoholic beverages to anyone under the age of 21, or to attempt to purchase alcohol under the age of 21, is a Class 1 Misdemeanor.

The use or possession of illegal drugs or controlled substances, tobacco products, marijuana and/or THC related products (this would include but not be limited to substances like spice), or flagrant misuse of prescription drugs by students or faculty and staff at SEBTS is strictly prohibited (p.g 22 of Student Handbook).

It is illegal in North Carolina to possess, use, or sell drug paraphernalia (or to possess paraphernalia with the intent to do so). Paraphernalia includes such items used

in growing, harvesting, processing, selling, storing, or using marijuana.

Using or possessing paraphernalia for heroin, cocaine, methamphetamines, LSD, PCP, opium, ecstasy, molly, unlawfully obtained prescription drugs, and any other drugs (except for marijuana) could result in a Class 1 Misdemeanor. Using or possessing paraphernalia for marijuana could result in a Class 3 Misdemeanor.

The North Carolina General Statute 90-86 North Carolina Controlled Substances Act makes it a crime to possess, sell, deliver, or manufacture drugs designated as "controlled substances," and these controlled substances are defined and placed into one of six categories called "schedules." Minimum punishments for violations and legal sanctions for North Carolina state law for the illegal use of controlled substances can be found in the [North Carolina Controlled Substances Act](#).

The State of North Carolina has structured sentencing with judges permitted to impose a sentence within a prescribed range, depending on the class of the offense, the number of prior convictions, and the mitigating factors in the circumstances of the offense. The legal consequences can be found in the [Drug Enforcement Administration of the US Department of Justice](#).

Federal drug laws apply to many situations including those which involve transporting illegal drugs on federal highways, across state lines, or via U.S. Mail.

## Health Risks

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Alcohol and drug abuse are harmful to one's physical, mental, and social well-being. Accidents and injuries are more likely to occur if alcohol and drugs are used. Alcohol and drug users can lose resistance to disease and destroy their health. Tolerance and psychological dependence can develop after sustained use of drugs.

Alcoholism is the number one drug problem in the United States. Alcoholism takes a toll on personal finances, health, social relationships, and families, and it can have significant legal consequences. Alcohol and drug abuse may cause an individual driving a motor vehicle to injure others and may subject the abuser to criminal prosecution. Drunk drivers are responsible for more than half of all traffic fatalities.

The major categories of drugs are listed below and include the significant health risks of each.

**Alcohol** – Impairment of judgment and coordination, addiction, permanent damage to vital organs such as the brain and liver.

**Cannabis (Marijuana, Hashish)** – Impairment of

memory and comprehension, paranoia and psychosis, lung and pulmonary damage, psychological dependence.

**Cocaine** – Psychological and physical dependency, hallucinations, paranoia, seizures, cardiac arrest, respiratory failure.

**Stimulants (Amphetamines)** – Loss of coordination, physical collapse, stroke, fever, heart failure, anxiety, hallucinations, paranoia.

**Depressants (Barbiturates, Tranquilizers)** – Respiratory depression, coma, death, physical and psychological dependence, convulsions.

**Hallucinogens (Phencyclidine, Lysergic Acid)** – Memory problems, speech difficulty, mood disorders, violent behavior, paranoia, hallucinations, convulsions, coma, heart and lung failure.

**Narcotics (Heroin, Codeine, Morphine, Opium)** – Nausea, convulsions, coma, possible death, dependence.

**Steroids** – Liver cancer, psychological disorders, liver dysfunction, heart attack.

## **Counseling, Treatment, or Rehabilitation Programs**

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Employees or students with alcohol or other drug related problems are encouraged and, in some cases, may be required to utilize the services of private and community agencies including those specified below.

- **Alcoholics Anonymous** – (Tri-County Intergroup AA) – (Raleigh Area) (919) 783-8214
- **Bethel Colony of Mercy** – (Lenoir Area) (828) 754-3781
- **Converting Hearts Ministries** – (Wake Forest) (919) 628-0315
- **Freedom Farm Ministries** – (Boone Area) (828) 202-5907
- **G4 Ministries (The Summit Church)** – (Raleigh/Durham Area) (919) 383-7100 [www.summitrdu.com/g4](http://www.summitrdu.com/g4)
- **Grace Home for Women** – (Santee, SC) (803) 854-9809
- **Greater Piedmont Teen Challenge** – (Greensboro Area) (336) 292-7795
- **Hebron Colony Ministries** – (Boone Area) (828)-963-4842

In any case where disciplinary action is deemed necessary for misconduct, SEBTS reserves the right to impose the most severe sanction including suspension, expulsion/dismissal, and prosecution.

## **Disciplinary Sanctions**

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SEBTS will impose disciplinary sanctions on students and employees who violate the above standards of conduct. Among the disciplinary sanctions which may be imposed on students are:

- 1) reprimand,
- 2) probation,
- 3) loss of privileges,
- 4) financial penalties,
- 5) suspension,
- 6) expulsion/dismissal, and
- 7) referral for prosecution.

Among the disciplinary sanctions which may be imposed on employees are:

- 1) oral warning,
- 2) written reprimand,
- 3) suspension,
- 4) termination, and
- 5) referral for prosecution.

Where it is determined to be in the best interest of the institution, the employee will be immediately discharged. SEBTS may require students and employees to satisfactorily complete an appropriate rehabilitation or assistance program.