

2023



Drug-Free Schools & Communities Act Guide



DFSCA Annual Notification, Fall 2023

About

Annual Notification of Drug and Alcohol Policies and Programs

The Drug-Free Schools and Communities Act was passed in 1989 as part of the reauthorization of the Higher Education Act and require institutions of higher education that receive federal funding to execute a drug and alcohol abuse prevention program for their campus community. As part of this, the college is required to notify all members of the campus community on an annual basis about the various prevention and education programs, resources, policies, and laws.

The publication of the Drug-Free Schools and Communities Act Guide provides the campus community with information on standards of conduct, sanctions for violations, prevention programming, health risks association with alcohol and drug use, and local, state, and federal laws related to drug and alcohol use, and on-campus and community resources that are available to students, faculty and staff. Lubbock Christian University policies related to alcohol and illicit drug use are informed by state and federal laws, such as Drug-Free Schools and Communities Act, Drug-Free Workplace Act, and Omnibus Transportation Employee Testing Act.



Drug-Free Schools and Communities Act (1989) Policy Statement

Lubbock Christian University has enacted the following alcohol and drug policy to apply to all students of the LCU community, whether on or off-campus as a standard of living to be upheld at all times. In addition to these specific policies, it will be a violation of the Community Alcohol and Drug Policy if a student is in violation of a local, state or federal law concerning alcohol or drugs or controlled substances. The use of marijuana in any form or derivative that contains THC while enrolled as a student at LCU is considered a violation, regardless of the state in which it is used (or consumed).

A. Alcohol

1. Lubbock Christian University is an alcohol-free campus. The consumption or possession of alcoholic beverages or beverage containers is strictly prohibited when:
 - a. on LCU property or,
 - b. in attendance of an LCU sponsored event or,
 - c. in attendance of a function or event that is associated with LCU.

2. A student under the legal drinking age who is consuming alcoholic beverages or is in the possession of alcoholic containers or paraphernalia will be in violation of the alcohol policy.
3. Students who post pictures of themselves or other students on social media or networking sites that imply student violation of the LCU alcohol and/or drug policy may be subject to immediate sanctioning.
4. Drunkenness, on or off campus, is not consistent with the mission of LCU and will not be tolerated in any form or fashion. Drunkenness is defined as any offensive, disruptive, destructive, hazardous, vulgar, or uncontrolled behavior during or following the consumption of alcoholic beverages. Documented proof of drunkenness is not required by the university to impose sanction for violations of the Alcohol Policy. The university will base decisions on a preponderance of the evidence (more likely than not) that drunkenness occurred. The university strongly recommends that LCU students remove themselves from any hint of alcohol-related violations so as to avoid the appearance of impropriety.
5. Misrepresentation of one's age for the purpose of purchasing or consuming alcohol is strictly prohibited. This includes the manufacture, sale, distribution, possession, or attempt to obtain a fake ID.
6. Operation of a motor vehicle while under the influence of alcohol or a controlled substance is of such a disdainful nature that any verified offenses, whether legally prosecuted or not, may result in immediate suspension, dismissal, or expulsion.
7. Hosting or attending an event or private party (or otherwise allowing such an occasion to occur) at a student's residence, whether an apartment, house, or other facility, or at another location, public or private, at which
 - a. LCU students under the legal drinking age are in violation of Alcohol Policy,
 - b. any LCU student is in violation of the university drug policy may result in immediate suspension, dismissal, or expulsion.

B. Drugs

1. Possession, use, the attempt to obtain, or distribution of any potentially harmful or illegal substance (including, but not limited to, any substance that is not legally obtainable or any substance that is legally obtainable but has been illegally acquired or is being sold or distributed unlawfully) or drug-related paraphernalia, on or off campus, is strictly prohibited. For the purposes of this policy, presence will be considered possession. Note: smoke, residue, odor, or other paraphernalia constitutes presence.
2. Offenses involving on-campus possession, use, or distribution of illegal or controlled substances may be referred to the Lubbock Christian University Police Department or other law enforcement agencies, in addition to any university sanctions that may apply.
3. Anyone suspected of or reported to have been involved in the use of illegal drugs or controlled substances may be required to submit to drug testing. Refusal to submit to immediate drug testing, attempts to evade testing, or actions calculated or intended to skew, alter, or falsify the results of a drug test administered under this policy will result in disciplinary action. All costs of a positive test are the responsibility of the student. Students testing positive for any illegal drug or controlled substance, or in violation of testing requirements within this policy, or found in violation of T3-01 may be subject to immediate dismissal.

A student who voluntarily discloses information about an off-campus alcohol or drug use violation may potentially be eligible to remain a student at LCU. In any such case, the Dean of Students will view all academic records, student conduct files, and take into consideration the student's conduct through the investigation to determine if the student is performing and achieving academic, social, and character-driven goals in concert with the mission of the university. In such cases that the Dean of Students deems appropriate, minimum rehabilitative sanctions will include counseling, extended probationary sanctions, and community service, which may be

imposed on an offending student in lieu of automatic dismissal. The student is responsible for all costs involved with counseling, drug testing, and any other rehabilitation services that may be required. A second offense may result in automatic dismissal.

Alcohol abuse among college students, both traditional and non-traditional, is one of the most pressing issues facing institutions of higher education across the country. The above policies regarding alcohol use are not intended to place judgment, add moral weight, or otherwise condemn those who legally consume alcohol. Instead, LCU's goal is to provide a framework which affords all students the best possible opportunities for success in their pursuit of higher education.

LCU strongly believes in community accountability and has resources such as medical services, student counseling, advice, and help in matters of life, including the potentially serious matters listed above. In some cases, student needs may exceed LCU's capacity to aid or help, and in such cases, the campus community may refer the student to off-campus help that will better assist the student.

Drug-Free Workplace Policy Statement (Employee Standards of Conduct)

Federal Drug-Free Schools and Communities Act Regulations, Part 86, requires that institutions of higher education include in their annual notification a description of alcohol and other drug programs (prevention, counseling, treatment, rehabilitation, and re-entry) available to students, staff, and faculty. This policy outlines the applicable programs available for LCU employees as well a description of the range of disciplinary sanctions that the institution will impose if the standards of conduct are violated.

Purpose:

1. To establish and maintain a safe, healthy working environment for all employees;
2. To insure the reputation of the University and its employees as good, responsible citizens worthy of the trust placed in them;
3. To reduce the incidence of accidental injury to person or property;
4. To reduce absenteeism, tardiness, and indifferent job performance;
5. To provide assistance toward rehabilitation for any employee who seeks the UNIVERSITY'S help in overcoming addiction to, dependence upon, or problem with alcohol or drugs;
6. To comply with federal requirements for a drug-free environment.

Definitions:

1. Alcohol or alcoholic beverages -- means any beverage that may be legally sold and consumed and that has an alcoholic content in excess of .5% by volume;
2. Prescribed drug -- means any substance prescribed for the individual consuming it by a licensed medical practitioner;
3. Illegal drug -- means any drug or controlled substance, the sale or consumption of which is illegal;
4. He or his -- also means "she" or "hers" in appropriate context.

Employee Assistance Program:

1. Any employee, who feels he has developed an addiction to, dependence upon, or problem with alcohol or substance abuse, is encouraged to seek assistance. Assistance may be sought by writing in confidence to, or asking for a personal appointment with, the Vice President who oversees the employee's department.
2. The Vice President receiving a request for assistance will treat each request for assistance as confidential and only those persons who have an interest or duty to the specific situation.
3. The Vice President or his designee, will be responsible for developing contacts with local hospitals and community organizations offering alcohol or substance abuse treatment programs (e.g., care units, Alcoholics Anonymous, Narcotics Anonymous, community health centers, etc.) and for referring employees seeking assistance to an appropriate treatment organization.

4. Rehabilitation itself is the responsibility of the employee. However, any employee eligible for the University's group medical plan seeking medical attention for alcoholism or substance abuse will be entitled to the special limited alcoholism or substance abuse benefit of the University's group medical plan in effect at the time of the request. In compliance with the Family Medical Leave Act of 1993 (FMLA) any eligible employees enrolled in a formal treatment program will be granted rehabilitation leave. (Up to a total of twelve workweeks of unpaid leave within a twelve-month period.
5. Upon successful completion of treatment, the employee will be returned to active status without reduction of pay or seniority.

Alcoholic Beverages:

1. No alcoholic beverage shall be brought or consumed upon University premises.
2. Consuming or being under the influence of alcohol while on duty is cause for termination.
3. Any employee whose off-duty abuse of alcohol results in excessive absenteeism or tardiness or is the cause of accidents or poor work will be referred to the Employee Assistance Program for rehabilitation. If the employee refuses or fails rehabilitation, he shall be terminated.

Prescription Drugs:

1. No prescription drug shall be consumed upon university premises by any person other than the one for whom the drug is prescribed by a licensed medical practitioner, and shall be used only in the manner, combination, and quantity prescribed.
2. Any employee whose abuse of prescription drugs results in excessive absenteeism or tardiness or is the cause of accidents or poor work will be referred to the Employee Assistance Program for rehabilitation. If the employee refuses or fails rehabilitation, he shall be terminated.

Illegal Drugs:

1. The use or possession of an illegal drug or controlled substance on or off duty is cause for termination.
2. The sale, trade, or distribution of illegal drugs or controlled substances by an employee to another person is cause for termination and for referral to law enforcement authorities.
3. The "occasional," "recreational," or "off- duty" use of illegal drugs will not be excused.

Employment of Persons Addicted to or Dependent upon Alcohol or Controlled Substances:

1. A person presently using illegal drugs or having a history of alcohol or substance abuse will not be knowingly employed unless there is sufficient evidence of rehabilitation satisfactory to the University.
2. New Hires may be required to take a pre-employment physical examination (including urinalysis and/or blood test). New Hires whose examinations and interviews, combined with general reference and background checks, indicate present alcohol or substance abuse will not be hired.

Safety of Work Force; Work Rules; Blood and Urine Tests - In order to insure the safety of the workplace and the work force, the following rules will apply:

1. Each employee, as a condition of continued employment, will be required, upon request of University supervisory personnel to:
 - a. Submit to search of any vehicle brought upon or parked upon university premises;
 - b. Submit to search of any pocket, package, purse, briefcase, toolbox, lunchbox, or other container brought upon university premises;
 - c. Submit to search of desk, file cabinet, etc.

2. Each employee, as a condition of employment and following an incident will, at the request of University supervisory personnel, to submit to blood and or urine tests for determining use of alcohol and or drugs.
3. Each employee, as a condition of employment, also may be required, from time to time, to supply in writing illegal drugs are not being used

Effective Date-Notice to Employees - State Laws.

1. The policies set forth in this Policy Guides are effective immediately upon notice to employees. Each present employee will be furnished a copy of this policy and will sign a receipt for same. Later-hired employees will be furnished a copy before hiring.
2. These policies will be implemented in a manner that will comply with all applicable federal and state laws.
3. Confidentiality – The results of physical examinations and blood and urine tests will be treated as confidential and distribution of results will be limited to those having an interest or duty on the specific situation.

Contact for Interpretation: Human Resources

Student Sanctioning Guidelines

The following guidelines utilized to determine minimum sanctions and interventions for students who violated drug and alcohol consumption policies:

Standard Sanctions:

Sanction #1

- IDAP (Intelligent Decisions Advocacy Program) Sanctions/IDAP
- Sanction Detail
- Students are required to enroll in and complete IDAP.

Sanction #2

- IDAP Sanctions/Personal Beliefs Paper
- Sanction Detail
- Students are required to write a five-page, 12pt. font, double spaced papers, with three sources. This paper will cover the topic of “How My Personal Beliefs Influence the Decisions I Make.” In this paper, students will integrate the three sources (internet research, books, journal articles, etc.) and their personal values, and how it can have a lasting impact on your success as a student. Any plagiarism on this paper will result in immediate dismissal from Lubbock Christian University.

Sanction #3

- Probation Sanctions/Substance Abuse Counseling
- Sanction Detail
- Student required to attend Alcohol and Drug Awareness counseling in the University Counseling Center (contact counseling@lcu.edu) for as many sessions as deemed necessary by the counseling program director. Missed appointments will result in additional university sanctions.

Sanction #4

- IDAP Sanctions/Community Service
- Sanction Detail
- Student is required to perform 10 hours of community service. Your service supervisor must email the Dean’s office upon completion.

Sanction #5

- Probation Sanctions/Alcohol Education
- Sanction Detail

- Student is required to attend 2 Celebrate Recovery meetings at Broadway Church of Christ

Sanction #6

- Probation Sanctions/FERPA
- Sanction Detail
- According to the Federal Rights and Privacy Act (Federal Law), if the student is a minor, a letter will be sent to the parent(s) or guardian explaining the status of their student as a result of their violation of the institutional alcohol policy.

Modified Sanctions:

Sanction #1

- IDAP (Intelligent Decisions Advocacy Program) Sanctions/IDAP
- Sanction Detail
- Students are required to enroll in and complete IDAP.

Sanction #2

- IDAP Sanctions/Personal Beliefs Paper
- Sanction Detail
- Students are required to write a seven-page, 12pt. font, double spaced papers, with three sources. This paper will cover the topic of "Alcohol Education Initiatives on College Campuses." Any plagiarism on this paper will result in immediate dismissal from Lubbock Christian University.

Sanction #3

- IDAP Sanctions/Counseling
- Sanction Detail
- Student required to attend counseling in the LCU Counseling Center (contact counseling@lcu.edu) for as many sessions as they deem necessary.

Sanction #4

- IDAP Sanctions/Community Service
- Sanction Detail
- Student is required to perform 20 hours of community service. The service supervisor must email the Dean's office upon completion.

Sanction #5

- Probation Sanctions/Alcohol Education
- Sanction Detail
- Student is required to attend 4 Celebrate Recovery meetings at Broadway Church of Christ

Sanction #6

- IDAP Sanctions/Campus Meeting
- Sanction Detail
- Student required to meet with the dean after sanctions have been completed.

Sanction #7 (If Applicable)

- Probation Sanctions/Federal Rights and Privacy Act (FERPA – a Federal Law)
- Sanction Detail
- According to FERPA, if the student is a minor, a letter will be sent to the parent(s) or guardian explaining the status of their student as a result of violation of the institutional alcohol policy.

Employee Sanctions

Rejection of Treatment or Failure of Rehabilitation - Any employee suffering from an alcohol or substance abuse problem who rejects treatment or who leaves a treatment program prior to being properly discharged will be immediately terminated. No employee will be eligible for this Employee Assistance Program more than one time. The recurrence of an alcohol or drug problem will be cause for termination.

Health Risks Associated with Alcohol and Other Drug Use

Specific serious health risks are associated with the use of alcohol and illicit drugs. Some of the major risks are listed below. For more information contact the LCU Counseling Center in SUB 202, or by calling 806.720.7478 (during regular office hours). You may also request an appointment via e-mail, sent directly to counseling@lcu.edu.

Alcohol and Other Depressants (barbiturates, sedatives, and tranquilizers)

Addiction, accidents as a result of impaired ability and judgment, alcohol poisoning, overdose when used with other depressants, damage to a developing fetus, heart and liver damage.

Marijuana

Impair short-term memory, thinking, and physical coordination. Can cause panic reaction and increase the risk of lung cancer and emphysema. Can interfere with judgment, attention span, concentration, and overall intellectual performance. Impairs driving ability. May cause psychological dependence and compromise the immune system.

Cocaine

Addiction, cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants, such as speed and uppers.

Nicotine

Tobacco smoke contains thousands of chemical compounds, many of which are know to cause cancer. Nicotine, which is a central nervous system stimulant, produces an increase in heart and respiration rates, blood pressure, adrenaline production and metabolism. People can rapidly become physically and psychologically dependent on tobacco. Compromises the immune system.

Inhalants

Inhalants are a diverse group of chemicals that easily evaporate and can cause intoxication when their vapors are inhaled. Most inhalants are central nervous system depressants. Use of these drugs slows down many body functions. High does can cause severe breathing failure and sudden death. Chronic abuse of some of these chemicals can lead to irreversible liver damage and other health problems.

Prescription Drug Abuse

Adverse reactions, dependency, withdrawal, and overdose.

Drug and Alcohol Abuse Prevention Programs

LCU Counseling Center

1. The LCU Counseling Center offers individual counseling, education, and intervention to students who abuse drugs, alcohol or any other substance. Clients may be referred to community services as deemed appropriate. For those unsure if they have an addiction, they can complete an anonymous survey under "Web Links for Self Evaluation" below.
<http://www.alcoholscreening.org/Home.aspx>
2. Every student, between 18 and 25 years of age, who comes to the LCU Counseling Center for counseling engages in a drug and alcohol screening, and the results are addressed in their initial visit. This practice allows for many of our students to have their behaviors explored in a way that serves to bring awareness and education to bear on potentially harmful practices.
3. The Counseling Center offers the B.A.S.I.C.S. Program (Brief Alcohol Screening and Intervention for College Students) which is an alcohol skills training program. This program and curriculum aims to reduce harmful consumption and associated problems with students who drink.

Public

- August 2022 Resident Advisor training on drug trends and drug recognition, Lubbock County Sheriff's Office.
- August 2022 Go! Orientation, session about the LCU Community Alcohol and Drug Policy. The purpose of the session is to inform new students of the policy and the dangers associated with drug and alcohol abuse.
- August 2022 Student Athlete training regarding LCU alcohol/drug policy, LCU Dean of Students Office.
- September 2022 Counseling Center presenting on services (including drug/alcohol counseling, LCU Counseling Center)
- October 2022 LCU Health Fair The display booths associated with drug/alcohol abuse & education were:
 - UMC NEIDS (Nurses Educating on Illegal Drugs & Synthetics)
 - The Ranch at Dove Tree Recovery CenterHosted by: LCU Student Health Office
- November 2022 Chapel Presentation - regarding alcohol assisted sexual assault, by LCU Student
- March 2022 Chapel Presentation - Journey of Alcohol & Drug Addition, LCU Alumnus
- April 2022 Chapel Presentation - Alcohol Awareness Month presentation on addiction, by LCU Faculty member

Local, State, & Federal Laws

In addition to the standards and sanctions on alcohol and other drug abuse set forth above, members of the campus community are also required to abide by local, state, and federal laws governing consumption, sale, or possession of alcohol and other drugs.

Local Laws

The City of Lubbock contains a number of ordinances that include references to alcoholic beverages, those most applicable to college students include:

Section 8.09.009 – [Minimum Age Requirements](#)

State Laws

- Alcoholic Beverage Code Title 4. Regulatory and Penal Provisions Chapter 101 – [General Criminal Provisions](#)
- Alcoholic Beverage Code Chapter 106 - [Provisions Relating to Age](#)
- Health and Safety Code – Title 6, Subtitle C, Chapter 481, [Texas Controlled Substances Act](#)
- Health and Safety Code- Title 2 Subtitle H, Chapter 161, Subchapter E Section 161.042 [Mandatory Reporting of Controlled Substance Overdoses](#)
- TABC Alcohol Laws & Regulations - [Underage Drinking](#)

Federal Laws

- Alcohol Policy Information System (APIS) - [Federal Alcohol & Drug Policy](#)
- 21 U.S.C. § 841 - U.S. Code - Unannotated Title 21. Food and Drugs § 841 - [Prohibited Acts](#)
- 21 U.S.C. U.S. Code, Title 21. Food and Drugs Chapter 13 -[Control and Enforcement](#)

Resources

On Campus Resources	
Dean of Students Office Student Life Bldg- SUB 212 806.720.7501	Public Safety Office Student Life Bldg- SUB 206
Director of Residential Life Student Life Bldg. SUB 212 (A) 806.720.7507	Public Safety Patrol 806.928.6803
Johnson Hall/Apartments Director Johnson Hall Office - JH 108 806.720.8695	Counseling Center Student Life Bldg - SUB 202 806.720.7478 After Hours Call - LCU Public Safety 806.928.6803
Katie Rogers/Courtyard Director Katie Rogers Office -KR 151 806.720.8879	
Mabee Hall Director Mabee Hall Office- MH 118 806.720.7165	

Community Resources
Support Groups <ul style="list-style-type: none"> • AA meetings - www.nwta66.org/schedules/cities • Al-Anon & Alateen meetings - www.lubbock-al-anon.org/meetings.html • NA meetings - www.na.org/meetingsearch
Inpatient Treatment The Ranch at Dove Tree - www.ranchatdovetree.com
Outpatient Treatment <ul style="list-style-type: none"> • StarCare of Lubbock - https://www.starcarelubbock.org/get-help-now/