

Drug and Alcohol Abuse Prevention Program



BETHESDA UNIVERSITY

730 N. Euclid Street, Anaheim, CA. 92801-4132

TEL: (714) 683-1212

FAX: (714) 683-1205

E-mail: generalaffairs@buc.edu

www.buc.edu

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INTRODUCTION

Bethesda University (BU) is committed to providing its students, faculty and employees a drug and alcohol free workplace and learning environment. Toward that end, BU prohibits the unlawful possession, use, manufacture, or distribution of unauthorized drugs and alcohol in the workplace, on the campuses, or at any BU activities. BU, including each of its colleges and centers, shall provide a safe, responsive environment for all students, faculty and employees.

DRUG-FREE SCHOOLS AND COMMUNITIES ACT (DFSCA)

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require Bethesda University to certify that it has implemented programs to prevent the abuse of alcohol and use, and /or distribution of illicit drugs both by BU students and employees either on its premises and as a part of any of its activities. At a minimum, BU must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct or law.

DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

- Bethesda University affirms its responsibility and commitment to maintaining a drug-free educational environment and workplace. The University prohibits the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances on College property or while conducting its business, regardless of location. Bethesda University's Board of Trustees requires strict compliance to the Drug-Free Schools and Communities Act Amendment of 1989, Public Law 101- 226, as the same may from time to time be amended.

Bethesda University is concerned about the health and welfare of its students and employees. It recognizes alcohol/drug dependency as an illness and a major health problem. The University also adheres to local, state and federal laws regarding substance abuse and strives to create a healthy and productive academic, work and

social environment. The abuse of alcohol and drugs raises not only serious health issues for those involved, but also can lead to accidents, poor productivity, property damage and even personal injury. In compliance with the federal Drug-Free Schools and Campuses Regulations, as well as the federal Drug-Free Workplace Act, Bethesda University has adopted policies that require students and employees to assist in maintaining a campus environment free from the effects of alcohol, drugs or other intoxicating substances.

Students are prohibited from the following when attending classes, when attending any University-sponsored activity or program regardless of location, while on campus, or while in any vehicle used for University business. Similarly, employees are prohibited from the following when reporting for work, while on the job or performing job related functions regardless of location, while attending any University-sponsored activity, while on campus, or while in any vehicle used for University business.

Specifically, students and employees are prohibited from the following:

The unlawful use, possession, transportation, manufacture, sale or other distribution of an illegal or controlled substance or drug paraphernalia, or the misuse of or distribution to anyone other than the person to whom prescribed, of any prescription drug.

- The unauthorized use, possession, transportation, manufacture, sale or other distribution of alcohol.

Being impaired by alcohol regardless of blood alcohol level, or having a blood alcohol level at or over the legal limit, whether visibly impaired or not.

Having a detectable amount of an illegal or controlled substance in the blood or urine (whether visibly impaired or not), or abuse of any controlled substance or prescription medication.

- Smoking and Tobacco Use

Bethesda University has a responsibility to its students and employees to provide a safe and healthful environment. Research findings show that smoking and the breathing of secondhand smoke, as well as the use of smokeless tobacco (chew) and exposure to tobacco spit in any District owned or leased property, constitute a significant health hazard. To enable the University to fulfill this responsibility, Bethesda University has imposed the following restrictions:

No use of tobacco products is permitted within any University facility.

No use of tobacco products is permitted on the grounds of any University-operated/or leased athletic field or facility.

No use of tobacco products is permitted in University-owned vehicles.
The sale of tobacco products on all University property is prohibited.
No use of tobacco products on University property is permitted.

•Alcoholic Beverages

Bethesda University campus has been designated as drug-free and consumption of alcohol is not permitted. The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the University's Office of General Affairs. Violators are subject to disciplinary action, criminal prosecution, fine and imprisonment. It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal. It is also a violation of this policy for anyone to consume or possess alcohol in any public or private area of campus. Organizations or groups violating alcohol or substance policies or laws may be subject to sanctions by the University.

DRUG-FREE CAMPUS POLICIES

Recognizing that our bodies are the temples of the Holy Spirit, BU requires that its campus, faculty, staff, and students be drug free. The school, including all departments and affiliated institutions within it, expressly prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on the campus and premises. Violation of this policy will result in the immediate dismissal from the school of any student or employee involved in any of these activities. Employees must, as a condition of employment, abide by the above stated policy and report any conviction under a criminal drug statute within five days of its occurrence. This report must be submitted to the Office of General Affairs.

Any student or employee using alcohol or the unlawful possession, use, or distribution of illicit drugs while on the properties owned or used by BU will be immediately dismissed. In addition, students or employees involved in such illegal activities are subject to legal prosecution under federal, state, and local law and may be liable for personal injuries or property damage that occur when participating in the above activities.

The school does not sponsor drug or alcohol counseling, treatment, or rehabilitation programs. Students and employees, however, should know that the Southern California area is blessed with many fine drug and alcohol counseling treatment and rehabilitation programs.

This policy is acknowledgement of BU's compliance with Government Code Section 8355 and the Drug-Free Schools and Communities Act of 1989 (Public Law 101-226.)

WARNING SIGNS OF SUBSTANCE ABUSE

BU takes seriously the problem of drug and alcohol abuse and is committed to providing a work-place free of such substances. This Substance Abuse Policy applies to all students, faculty and employees of BU.

No students, faculty and employees are allowed to consume, possess, sell, or purchase any alcoholic beverage on any property owned by BU, or in any vehicle owned or leased by BU. No students, faculty and employees may use, possess, sell, transfer, or purchase any drug or other controlled substance that may alter an individual's mental or physical capacity while working for BU. The exceptions are over-the-counter pain relievers and the like, used as intended and directed, and any other drugs that have been prescribed to the all students, faculty and employees, and which are being used as prescribed by the doctor.

HEALTH RISKS

Effects of Drugs and Alcohol

Although individuals often use drugs and alcohol to achieve a variety of effects on mind and body that are found to be temporarily useful or pleasurable, drugs can be highly addictive and injurious. A person can pay a price in terms of his or her physical, emotional, a social health. This price can be paid in a number of ways. The risk of contracting sexually transmitted diseases, including AIDS, is increase through unwanted or unprotected sex when one is under the influence of drugs or alcohol. Drugs can be the trigger for violent crime. Economic and legal problems usually follow directly when on tries to support a drug habit by resorting to crime. The dependence, illness, loss of job and loss of family or friends that can result from drug or alcohol use and abuse can be tragic. In keeping with the mission of Bethesda University and the requirements of State of California and federal law, Bethesda University has adopted this program to ensure a drug-free campus and workplace and to prevent the use of controlled substances and the abuse of alcohol.

Health Risks Associated with the Use of Alcohol

Short Term Risks

Increased risks of accidents and injuries

Alcohol-related traffic accidents

Alcohol slows reaction time, decreases muscle coordination, and impairs vision

Fatal overdose

Unconsciousness or blackout

Death by aspiration of vomit
Nausea
Gastritis

Long-Term Risks

Increased blood pressure
Increased risk of heart attack
Brain damage resulting in permanent psychosis
Cancer of the mouth, esophagus or stomach
Liver damage
Ulcers and Gastritis
Pancreatitis
Birth defects
In males: testicular atrophy and breast enlargement
In females: increased risk of breast cancer
Prolonged: excessive drinking can shorten life span by ten to twelve years

PROCEDURES

The Drug and Alcohol Abuse and Prevention Program (DAAPP) review will be distributed annually to all enrolled students and employees.

Distribution will occur electronically as an email message with both a link to the updated DAAPP and the updated DAAPP as an attachment. Student will receive a notice of the availability of the DAAPP via Populi when they register for subsequent term classes.

Copies of the program may also be obtained at the Office of General Affairs located in campus building #318 at 730 N Euclid St. Anaheim, CA 92801 or by calling 714-683-1390 to request a copy. Registered students and employees can obtain a copy of the report online or by contacting the Office of General Affairs (for students), or the Office of Human Resources (for employees).

SUBSTANCE ABUSE POLICY

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physical capacity while working for BU. The exceptions are over-the-counter pain relievers and the like, used as intended and directed, and any other drugs that have been prescribed to the all students, faculty and employees, and which are being used as prescribed by the doctor.

STUDENT AND EMPLOYEE ASSISTANT PROGRAM

University Disciplinary Sanctions for Violation of Policy

University Employees

Faculty or staffs who violate this policy will be handled under the appropriate discipline policy. Sanctions may include disciplinary action up to and including termination of employment. Disciplinary action may include participation in and successful completion of a drug and alcohol rehabilitation program approved by the University.

BU will not tolerate employees that are impaired by or under the influence of alcohol or drugs while working.

In cases where the use of alcohol or drugs poses a threat to the safety of other people or property, employees must report the violation. Employees who violate our Substance Abuse Policy will be subject to disciplinary action, up to and including termination.

All tested employees will be able to receive a copy of the laboratory results that certify the results or the testing done. It is a condition of the employment and continued employment with BU that employees comply with the Substance Abuse Policy.

As a part of BU's policy to ensure a drug and alcohol free workplace, within the limits of applicable federal, state, and local laws, BU reserves the right, in its sole discretion, to test for drugs and alcohol at its own expense. Some such situations may include, but are not limited, to the following:

- A. In conjunction with an offer of employment with BU;
- B. Where there are reasonable grounds for believing an employee is under the influence of alcohol or drugs;
- C. As part of an investigation of any accident in the workplace in which there are reasonable grounds to suspect alcohol and/or drugs contributed to the accident;
- D. On a random basis, where allowed by statute;
- E. As a follow-up to a rehabilitation program, where allowed by statute;
- F. As necessary for the safety of employees, customers, or the general public where allowed by statute.

Students

Students found to violate the University alcohol and drug related policies will be held accountable to the procedures outlined in the Student Code of Conduct, which can be found in the Catalog and Student Handbook. Sanctions for violations include attendance at an alcohol and/or drug education workshop. The workshop educates students using a harm reduction model. Students need to know how their body responds to substances and understand the negative consequences of over indulgence. This program educates students about low risk drinking, dealing with peer pressure, when to go to the hospital, when to get help and what they can do to help their friends that may be in trouble. Additional sanctions may include, but are not limited to, disciplinary probation, financial restitution, suspension or permanent expulsion from the University.

Students must also be aware that there are federal financial aid penalties for drug-related convictions – received prior to and/or while receiving aid – that can affect student eligibility to receive federal financial aid. For additional information regarding federal financial aid and the implications of drug-related convictions, please visit the [Office of the US Department of Education's Federal Student Aid website](#).

DISCIPLINARY AND LEGAL SANCTIONS

Drug and Alcohol Counseling, Treatment, and Rehabilitation

BU urges individuals with substance abuse problems to seek assistance and support. Students are encouraged to seek help through available national and community resources and hotlines including, but not limited to, the following examples:

- National Council on Alcoholism and Drug Dependence, Inc. (NCAD)
 - Telephone: 1-800-NCA-CALL (622-2255)
 - Website: <https://ncadd.org/>
- Substance Abuse and Mental Health Services Administration (SAMHSA)
 - Telephone: 1-800-662-HELP (4357)
 - Website: <http://www.samhsa.gov/>
 - Treatment Finder: <https://findtreatment.samhsa.gov/>
- National Institute on Alcohol Abuse and Alcoholism (NIAAA)
 - Telephone: 1-800-662-HELP (4357)
 - Website: <http://www.niaaa.nih.gov>
 - Treatment Finder: <http://www.niaaa.nih.gov/alcohol-health/support-treatment>
- National Institute on Drug Abuse (NIDA)
 - Telephone: 1-800-662-HELP (4357)
 - Website: <http://www.drugabuse.gov/>
 - Alcoholics Anonymous (AA)
 - Telephone: see local telephone directories

- Website: <http://www.aa.org/>
- Al-Anon
 - Telephone:1-888-425-2666
- National Cocaine Hotline
 - Telephone:1-800- COCAINE (262-2463)

A list of **Federal Trafficking Penalties** for various drug offenses is located at www.dea.gov/pr/legis.shtml (last accessed on November 24, 2014)

BIENNIAL PROGRAM REVIEW

The Drug-Free Schools and Communities Act (DFSCA) requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, a college or university must adopt and implement a drug and alcohol abuse prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities.

Creating a program that complies with the regulations requires a college or university to do the following:

Prepare a written policy on alcohol and other drugs.

Develop a sound method for distribution of the policy to every student and employee each year.

Prepare a biennial review report on the effectiveness of its alcohol and other drug prevention programs and the consistency of policy enforcement.

Maintain its biennial review report on file so that it can be submitted the U.S. Department of Education, or any other entity or individual, if requested to do so. Compliance with the DFSCA Bethesda University complies with the requirements of the DFSCA.

The University has implemented a variety of programs and services to prevent the abuse of alcohol and the use, unlawful possession, and distribution of illicit drugs both by students and employees, as demonstrated through this biennial review. Specifically, the University does the following:

Annually distributes to each student and employee:

Standards of conduct that directly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on school premises or as part of any of its activities;

A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;

A description of the health risks associated with the use of illicit drugs and the abuse of alcohol; and

A clear statement that the institution will impose sanctions on students and employees for violations of the standards of conduct, a description of those sanctions, up to and including expulsion for students or termination for employees, and referrals for prosecution consistent with local, state, and federal law.

The objectives of the biennial review as identified by the U.S. Department of Education include:

Determining the effectiveness of the program and assessing/implementing any needed changes to the program; and

Ensuring that the disciplinary sanctions for violating the University's standards of conduct are enforced consistently.

The current biennial review report is available on the Bethesda University website at www.buc.edu. Archived biennial reports are maintained on file for submission to the U.S. Department of Education, if requested to do so. As is the case for many universities and colleges across the United States, drug and alcohol awareness efforts directed to Bethesda University students and employees focus on harm reduction and prevention. As well, the University fully supports those who choose to remain abstinent from the use of alcohol or other drugs, and it seeks to provide a broad array of activities that are alcohol- and drug-free.

Report Preparation

The following College departments provided information and/or input for this report:

- Office of General Affairs
- Registrar's Office
- Human Resources
- Office of Student Affairs
- Office of Athletics, Physical Education and Recreation

CONTACTS

For further questions or assistance regarding the information outlined in this program, please contact Office of General Affairs via generalaffairs@buc.edu or Human Resources via hr@buc.edu.