DRUG AND ALCOHOL ABUSE POLICY

It is the policy of the College of Biblical Studies that the unlawful use, manufacture, sale, attempted sale, distribution, transfer, purchase, attempted purchase, cultivation, or possession of a controlled substance, alcohol, or any illicit drug on campus, in the workplace, or off-campus as part of any campus activities is prohibited. CBS believes that spiritual, emotional, physical, social, intellectual, and physical developments have their greatest growth free from mind-altering illicit drugs and alcohol.

Penalties for Violation of Policy
Students and employees who engage in an activity prohibited by this policy shall be subject to the following disciplinary actions:

- Employees and students may be referred to one of Houston’s drug and alcohol assistance or rehabilitation programs, such as Twelve-step Support Groups which include Alcoholics Anonymous (AA), Alanon, Cocaine Anonymous (CA), Narcotics Anonymous (NA), Codependents Anonymous (CODA), and Overeater’s Anonymous (OA), in which they must maintain satisfactory participation.

- Employees may be subject to disciplinary action up to and including suspension, suspension without pay, termination, and may be referred for prosecution.

- Students in violation of the College of Biblical Studies' Drug and Alcohol Abuse Policy, may be subject to disciplinary action up to and including probation, suspension, and may be referred for prosecution.

Further information concerning disciplinary action and appropriate procedures for employees is available from the Human Resources Office (phone, 832-252-0729) and for students from the Dean of Students Office (phone, 832-252-4615). In addition, penalties under Texas and federal law appear below.

Legal Sanctions Applicable To Drug and Alcohol Use

A. Federal Penalties and Sanctions
21 United States Code 844(a):
1st conviction: Up to one year imprisonment and fined at least $1,000 but not more than $100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years, and fined at least $2,500 but not more than $250,000, or both. After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years, and fined at least $5,000 but not more than $250,000, or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years, and fined up to $250,000, or both, if:
(a) 1st conviction and the amount of crack possessed exceeds 5 grams.
(b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
(c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.
Special sentencing provisions for possession of flunitrazepam: Imprisoned for not more than three years and/or fined.

21 United States Code 853(a)(2) and 881(a)(7):
Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment. (See special sentencing provisions re: crack.)

21 United States Code 881(a)(4):
Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance.

18 United States Code 922(g):
Ineligible to receive or purchase a firearm.

Miscellaneous: Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual federal agencies.

B. State Penalties and Sanctions

Texas Penal Code Sec. 49.02:
Being intoxicated in public such that one is a danger to oneself or others is a Class C misdemeanor, punishable by a fine of up to $500.

Texas Alcoholic Beverage Code Sec. 1.05, 101.31:
It is illegal to possess or distribute alcoholic beverages in a dry area. Violation of this law is a Class B misdemeanor and carries a penalty of up to $2,000 and/or up to 180 days confinement.

Texas Alcoholic Beverage Code Sec. 106.02, 106.04-106.05, 106.071:
The purchase, possession, or consumption of alcoholic beverages by a person under 21 years of age subjects that person to a fine of up to $500 for the first offense and at least $250 up to $2,000 for the second offense and/or 180 days confinement.

Texas Alcoholic Beverage Code Sec. 106.06:
Furnishing alcoholic beverages to a minor is a Class A misdemeanor and punishable by a fine of up to $4,000 and/or up to one year in jail.

Texas Education Code Sec. 37:122:
The possession of an intoxicating beverage on the grounds of any public school is a Class C misdemeanor and carries a penalty of up to $500.

Texas Penal Code Sec. 49.04:
Driving under the influence of alcohol is a Class C misdemeanor and punishable by a fine of up to $500 and a minimum confinement of 72 hours and/or up to 180 days in jail for the first offense and up to a $2,000 fine and a minimum of 30 days confinement and and/or up to 180 days in jail for subsequent offenses.

The minimum confinement period extends to six days, if an open container is found in the person’s immediate possession.
Texas Alcoholic Beverage Code Sec. 106.07:
A person under 21 years of age who misrepresents his or her age for the purpose of purchasing alcohol beverages commits a Class C misdemeanor and may be punished by a fine of up to $500.

Texas Health and Safety Code Sec. 481.102-106, 481.115-118:
The illegal distribution, possession, or use of controlled substances may be punished by 5 years to life in prison and up to a $250,000 fine.

Texas Health and Safety Code Sec. 481.112-120:
The delivery or possession of controlled substances with the intent to manufacture controlled substances is punishable by a jail term of 10 years to life and up to a $250,000 fine.

Texas Health and Safety Code Sec. 481.122:
The distribution of marijuana to a minor is punishable by 2 to 20 years in prison and/or up to a $10,000 fine.

C. Local Penalties and Sanctions

Students and employees who engage in alcohol or illicit drug activities, that are prohibited and governed by the City of Houston’s codes, statues, and laws, may be subject to additional penalties and sanctions.

Health Risks

The abuse of alcohol or drugs by students or employees can lead to a variety of serious consequences including: poor decision making; poor morale; work errors; poor performance, poor grades, wasted time and materials; damage to equipment; theft; tardiness; absenteeism; accidents which injure the drug abuser; accidents which put all students or employees at risk of injury; and may lead to illness, and even death. Abusers of alcohol and illicit drugs may experience depression, isolation, loss of memory, loss of coordination, impaired judgment, reduced morale, anxiety, paranoia and loss of self respect.

A. Drugs

Narcotics such as heroin, opium, and morphine, can cause drowsiness, euphoria, respiratory depression, constricted pupils, and nausea. The symptoms of an overdose of narcotics are slow and shallow breathing, convulsions, clammy skin, coma, and possible death. Persons experiencing withdrawal from addiction to narcotics can experience, runny nose, watery eyes, yawning, loss of appetite, irritability, tremors, cramps, panic, nausea, chills, and sweating.

Depressants such as barbiturates and Quaaludes can cause slurred speech, disorientation, and drunken behavior. An overdose of a depressant may result in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, and possible death. Withdrawal symptoms include anxiety, insomnia, tremors, convulsions, delirium, and possible death.

Stimulants such as cocaine and crack can cause increased alertness or euphoria, an increased pulse rate and blood pressure, insomnia, and loss of appetite. An overdose of stimulants may result in agitation, and increase in body temperature, hallucinations, convulsions, and possible
death. Withdrawal symptoms include apathy, long periods of sleep, irritability, depression, and/or disorientation.

Hallucinogens such as LSD and amphetamines cause illusions and hallucinations and poor perception of time and distance. The effects of an overdose include psychosis and possible death.

Marijuana and hashish can cause euphoria, increased appetite, relaxed inhibitions, and disoriented behavior. The effects of an overdose include paranoia, fatigue, and possible psychosis. Withdrawal symptoms include insomnia, hyperactivity, and decreased appetite.

B. Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair 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 increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments 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.

COLLEGE SANCTIONS

A student or employee found guilty of noncompliance with the College of Biblical Studies policy on drug and alcohol abuse is subject to sanctions commensurate with the offenses and any aggravating and mitigating circumstances.

A. Students

Sanctions that may be imposed against a student are as follows:

1. Warning
   Oral warning to the student that he or she is engaging in misconduct by violating CBS rules, regulations, or policies.

2. Reprimand
   Written warning that continuation or repetition of misconduct may result in a more severe sanction.
3. Probation
Written notice explaining the serious nature of misconduct and outlining the terms of probation.

4. Restitution
Requirement to reimburse or otherwise compensate another for damage or loss of property resulting from a student's misconduct.

5. Suspension
Termination of student status at CBS for a specified period of time.

6. Expulsion
Termination of student status at CBS permanently or for an indefinite period of time.

B. Employees
Sanctions that may be imposed against a CBS employee are as follows:
1. Verbal Warning & Counseling
Oral warning and counseling to the employee that he or she is engaging in misconduct by violating CBS rules, regulations, or policies.

2. Written Reprimand & Counseling
Written warning and counseling that continuation or repetition of misconduct may result in more severe sanctions.

3. Suspension
Suspension of the employee’s employment at CBS for a specified period of time.

4. Termination
Termination of the employee’s employment at CBS.