

# NAZARENE BIBLE COLLEGE'S ALCOHOL AND OTHER DRUGS PREVENTION PROGRAMMING

## 2020 2021/2021 2022 BIENNIAL REVIEW

### Introduction

In compliance with the requirements of the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act

receipt of the policy on their hire date<sup>2</sup>

Each faculty member receives notice of the Faculty and Administrative Handbook containing the AOD Notification

Each staff member receives notice of the Staff Handbook containing the AOD Notification

#### Students

Students receive a copy of the AOD Notification during Substance Abuse Awareness Month each summer

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<sup>1</sup> See Appendix I for the AOD Notification

<sup>2</sup> See Appendix II for the form signed by employees upon hire

Students receive and acknowledge the receipt of the policy during New Student Orientation<sup>3</sup>

The AOD

## APPENDIX I

### Alcohol and Other Drugs Notification

In compliance with the requirements of the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act Amendment of 1989, Nazarene Bible College is required to provide this notification annually to all students and employees. NBC's complete Drug and Alcohol Policy can be found at [nbc.edu/security](http://nbc.edu/security).

It is the policy of Nazarene Bible College to prohibit the possession, use, manufacture, or distribution of tobacco, alcohol, cannabis, illegal drugs, or other controlled substances, as defined by federal law, as part of any college activity.

As an educational institution, NBC aims to educate its community members about prevention and the risks of unlawful use of illicit drugs and alcohol, and to encourage appropriate, responsible behavior. As an agent of the Church of the Nazarene, NBC holds to the church's position that total abstinence is the first step in prevention of tobacco, drug, and alcohol abuse. The health risks associated with the abuse of alcohol and the use of illicit drugs are numerous. They include malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, emotional illness, coma, and death. Personal relationships and the ability to work and study are also at risk. Use during pregnancy endangers the fetus.

Disciplinary sanctions for the violation of the policy by any employee may include, but are not limited to, reprimand, reassignment, demotion, suspension, dismissal, or termination of employment. Disciplinary sanctions for students may include, but are not limited to, disciplinary warning, probation, suspension, or expulsion. A disciplinary sanction for either employees or students may include the completion of an appropriate rehabilitation program. Information concerning available counseling, treatment, rehabilitation or re entry programs can be provided by the Office of the Vice President for Enrollment Management Provost (students) or by the Personnel Office (employees.) These resources may include, but are not limited to:

- Counselling through NBC,
- Counselling through [locouo.5\(m2hth\)2.9](http://locouo.5(m2hth)2.9) • alcoholhabilitation

## APPENDIX II

### Drug Free Schools & Communities Act Amendments of 1989

Section 22 of the Drug Free Schools and Communities Act Amendment of 1989, entitled "Drug Free Schools and Campuses," reads as follows:

#### Section 22 Drug Free Schools and Campuses.

(a)

## APPENDIX III