



**Drug and Alcohol Abuse Prevention Program  
(DAAPP)**



**Annual Information**

*(For the 2021-2022 Academic Year)*

# Table of Contents

Introduction	3
I. Standards of Conduct	3
A. <i>Employees</i>	3
B. <i>Currently Enrolled Students</i>	4
II. Legal Sanctions	4
A. <i>Federal</i>	4
B. <i>State</i>	6
Arizona	6
California	8
Texas	9
C. <i>Local</i>	10
Houston	10
Pasadena	11
Phoenix	11
III. Health Risks	11
A. <i>Drug Abuse</i>	11
B. <i>Alcohol Abuse</i>	11
C. <i>Prescription Drug Abuse</i>	12
D. <i>Nicotine Abuse</i>	12
IV. Drug and Alcohol Programs	13
A. <i>Employees</i>	13
B. <i>Currently Enrolled Students</i>	13
C. <i>Local Programs &amp; Resources</i>	14
Houston	14
Pasadena-area	14
Phoenix	14
D. <i>National Programs &amp; Resources</i>	14
V. Disciplinary Sanctions	15
A. <i>Employees</i>	15
B. <i>Currently Enrolled Students</i>	15
VI. Annual Notification of the DAAPP	16
A. <i>Employee Notification</i>	16
B. <i>Student Notification</i>	16
VII. Oversight Responsibility	16

## Introduction

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug- Free Schools and Communities Act (DFSCA) requires an institution of higher education (IHE) such as Fuller Theological Seminary, to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs both by Fuller students and employees both on its premises and as a part of any of its activities. At a minimum, an IHE must annually distribute the following in writing to all students and employees:

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, rehabilitation, or reentry programs that are available to employees or students; and
- V. 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.

## I. Standards of Conduct

### A. Employees

Fuller Theological Seminary has adopted the “Alcohol- and Drug-Free Workplace Policy” and "Community Standard: Substance Abuse" to ensure a safe environment for employees, contractors, and temporary workers. These policies are available here:

<http://employee.fuller.edu/learn-fuller/policies/documents/human-resources-policy-manual-effective-september-1-2017/#1117-ALCOHOL-AND-DRUG-FREE-WORKPLACE> and <https://www.fuller.edu/about/mission-and-values/community-standards5/>.

Employees should also be aware that Fuller Theological Seminary complies with Federal law regarding the use, possession, or distribution of marijuana; therefore, marijuana use, possession, or distribution on campus, including seminary housing, is prohibited even if the employee's use, possession, or distribution meets the qualifications of the California Compassionate Use Act, the Adult Use of Marijuana Act, or any other state or local law. Documentation of medically prescribed marijuana will not exempt an employee from complying with the Seminary’s *Community Standard: Substance Abuse*. The unlawful sale of alcoholic beverages or illegal drugs is also prohibited.

Employees are required to adhere to the requirements of these policies. Failure to adhere to these policies will result in disciplinary action as listed in Section V(A) below. The Chief of Human Resources is responsible for the administration of this policy.

## **B. Currently Enrolled Students**

Currently enrolled students are required to abide by the seminary's *Community Standard: Substance Abuse*. The current community standard may be found here: <https://www.fuller.edu/about/mission-and-values/community-standards5/>.

Per the seminary's *Community Standard: Substance Abuse*, the following acts are considered violations:

The unlawful manufacture, distribution, dispensing, possession or use of alcohol or illicit drugs by any member of the Fuller community on Fuller property or as part of any of its activities is prohibited. While the use of alcohol by adults is lawful, alcohol use by adults is prohibited on the Fuller campuses, outside of the privacy of an individual's Fuller provided housing.

Students should be aware that state underage drinking laws will be enforced. Students should also be aware that Fuller Theological Seminary complies with Federal law regarding the use, possession, or distribution of marijuana; therefore, marijuana use, possession, or distribution on campus, including student housing, is prohibited even if the student's use, possession, or distribution meets the qualifications of the California Compassionate Use Act, the Adult Use of Marijuana Act, or any other state or local law. Documentation of medically prescribed marijuana will not exempt a student from complying with the Seminary's *Community Standard: Substance Abuse*. The unlawful sale of alcoholic beverages or illegal drugs is also prohibited.

Failure to adhere to these policies will result in sanctions listed in Section V(B) below.

## **II. Legal Sanctions**

### **A. Federal**

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act<sup>1</sup> as well as other related federal laws, the penalties for controlled substance violations includes, but is not limited to, incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal benefits (such as student loans and grants).

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<sup>1</sup> 21 USC §801, *et seq.*

See below for the Federal Drug Trafficking Penalties from the Drug Enforcement Administration (DEA), also available at [https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20\\_0.pdf#page=36](https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf#page=36):

## FEDERAL TRAFFICKING PENALTIES—

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	<p><b>First Offense:</b> Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p><b>Second Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	5 kgs or more mixture	<p><b>First Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p><b>Second Offense:</b> Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p><b>2 or More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture	100 gm or more pure or 1 kg or more mixture		
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<p><b>First Offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	<p><b>First Offense:</b> Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>		
All other Schedule IV drugs	Any amount	<p><b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any amount	<p><b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p><b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>		



## FEDERAL TRAFFICKING PENALTIES—MARIJUANA—

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture  More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants;  1 to 49 marijuana plants;	Not less than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not less than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

\*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

### ***B. State***

#### **Arizona**

##### ***Overview of Arizona Drug Possession Laws***

Below, you will find key provisions of Arizona’s drug possession laws.

<b>Arizona Statutes</b>	<ul style="list-style-type: none"> <li>Arizona Revised Statutes Title 13, Chapter 34, Sections 3401 - 3421 et. seq.</li> </ul>
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<p><b>Possible Penalties</b></p>	<ul style="list-style-type: none"> <li>● <b>Dangerous Drug</b> <ul style="list-style-type: none"> <li>● Class 4 felony, if not previously convicted of a felony and the drug was not meth or another type of amphetamine, possible reduction Class 1 misdemeanor</li> <li>● Fine of not less than \$2000 or 3 times the value of substance, whichever is greater</li> <li>● 0 to 1 year in jail if no priors, or up to 3.75 years in prison if prior convictions.</li> </ul> </li> <li>● <b>Narcotic (cocaine)</b> <ul style="list-style-type: none"> <li>● Class 4 felony, if not previously convicted of a felony, possible reduction Class 1 misdemeanor</li> <li>● Fine of not less than \$2000 or 3 times the value of substance, whichever is greater</li> <li>● 0 to 1 year in jail if no priors, up to 15 years with 2 prior convictions</li> </ul> </li> <li>● <b>Marijuana (less than 2lbs)</b> <ul style="list-style-type: none"> <li>● Class 6 felony if it's found to be for personal use, but can be reduced to a misdemeanor; Class 5 felony if it was personally produced; Class 4 felony if it's for sale</li> <li>● Fine of not less than \$2000 or 3 times the value of substance, whichever is greater</li> <li>● 0 to 1 year in jail if no priors, up to 3.75 with prior convictions</li> </ul> </li> </ul>
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*Note: State laws are always subject to change.<sup>2</sup>*

**Special Note Regarding Marijuana**

Please be reminded that under Federal law, and for the seminary to continue to receive Federal funding such as student loans, no quantity of marijuana, including medically prescribed marijuana, is allowed anywhere on campus, including any buildings leased by the seminary for academic use. See also [Standards of Conduct](#) above.

**Alcohol**

It is a class 1 misdemeanor for any person to sell, furnish, dispose of or give or cause to be sold, furnished, disposed of or given, to a person under the legal drinking age (21 years of age) any spirituous liquor.<sup>3</sup>

Alcohol violations that qualify as a class 1 misdemeanor are punishable by up to six months in jail, can include a hefty fine, may involve probation, or a combination of these.

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<sup>2</sup> <https://statelaws.findlaw.com/arizona-law/arizona-drug-possession-laws.html>

<sup>3</sup> A.R.S. § 4-244

## California

The State of California has numerous laws regulating the possession and use of controlled substances and alcohol. As an example, under current California state law, “a person shall not knowingly or intentionally possess or distribute a controlled substance.” If an individual is found guilty of a violation of the state law, they may be subject to large fines and imprisonment. California Health and Safety Code Section 11350-11651. See California Drug Possession Laws Overview below for additional information:

### **California Drug Possession Laws Overview**

Below you will find key provisions of California’s drug possession laws.

<b>Statutes</b>	California Health and Safety Code Division 10, Chapter 6, Sections 11350-11651 et. seq. (Uniform Controlled Substances Act)
<b>Penalties</b>	<p><b>Possession of Controlled Substances, Not Marijuana</b> After Prop 47, following crimes are punished as misdemeanors only, with penalties including up to one year in the county jail, <i>not state prison</i>:</p> <ul style="list-style-type: none"><li>• Schedule I opiates, opium derivatives, cocaine base, mescaline, peyote, or synthetic cannabis (including their isomers, esters, ethers, salts, and salts of isomers, esters, and ethers)</li><li>• Schedule II narcotics or opiates</li><li>• Schedule III hallucinogens, and</li><li>• Schedule III, IV or V</li></ul> <p><b>Possession of Marijuana</b></p> <ul style="list-style-type: none"><li>• Possession of <b>more than 28.5 grams of marijuana</b>, other than concentrated cannabis, is punishable by incarceration of up to 6 months, a fine of not more than \$500, or both</li><li>• Possession of <b>not more than 28.5 grams of marijuana</b>, legal for those 21 and over, an infraction for those 18 and under (mandatory drug education course and community service)</li></ul> <p><b>Possession of Concentrated Cannabis</b></p>



	<ul style="list-style-type: none"> <li>• Possession of up to 8 grams of concentrated cannabis is legal, over 8 grams is punishable by incarceration of up to 1 year, a fine of up to \$500, or both</li> </ul>
<b>Classification of Controlled Dangerous Drugs/Uniform Controlled Substances Act</b>	See the <a href="#">Uniform Controlled Substances Act</a> : As of November, 2014 certain controlled substances are punished as misdemeanors only as noted above.

**Note:** State laws are always subject to change through the passage of new legislation, rulings in the higher courts (including federal decisions), ballot initiatives, and other means.<sup>4</sup>

**Special Note Regarding Marijuana**

Please be reminded that under Federal law, and for the seminary to continue to receive Federal funding such as student loans, no quantity of marijuana, including medically prescribed marijuana, is allowed anywhere on campus, including parking lots, student housing, or other seminary buildings. See also [Standards of Conduct](#) above.

**Alcohol Offenses**

“Every person who sells, furnishes, gives, or causes to be sold, furnished, or given away any alcoholic beverage to any person under 21 years of age is guilty of a misdemeanor.” (3) Any person who violates subdivision the law shall be punished by imprisonment in a county jail for a minimum term of six months not to exceed one year, by a fine of one thousand dollars (\$1,000), or by both imprisonment and fine.<sup>5</sup> See Business and Professions Code 25657-25668 BPC / Vehicle Code 13202.5 VEH. The State of California laws can be found at: <https://leginfo.legislature.ca.gov/faces/codes.xhtml>.

**Texas**

**Texas Drug Possession Laws: In Brief**

Texas has some of the harshest penalties for drug possession.

<b>Statutes</b>	<ul style="list-style-type: none"> <li>• Texas Health and Safety Code, Title 6, Subtitle C, Chapter 481, Section 481.115 - 481.123</li> </ul>
<b>Penalties</b>	Penalties for drug possession in Texas will vary widely based on a few determining factors. Namely, these are: <ul style="list-style-type: none"> <li>• Type of drug;</li> </ul>

<sup>4</sup> <https://statelaws.findlaw.com/california-law/california-drug-possession-laws.html>

<sup>5</sup> [CBPC 25658](#)

	<ul style="list-style-type: none"> <li>● Quantity;</li> <li>● How the drug was stored or concealed;</li> <li>● Possession of additional drug paraphernalia (i.e. a scale or large amounts of money); and</li> <li>● Past convictions</li> </ul> <p>As for drugs in other classes, the penalty for possession is at the very least a "Class B" misdemeanor, or a "Class A" misdemeanor, which carries a penalty of up to one year in county jail and/or a fine of no more than \$4,000, depending on the type of drug at issue. Depending on the amount of the illicit drug in the defendant's possession, the penalty can range from a third degree felony all the way up to a first degree felony. The highest penalty given in Texas for drug possession is life or 99 years in prison and/or a fine of up to \$250,000.</p>
<b>Marijuana-Specific</b>	<p>Possession of marijuana may be classified as light as a "Class B" misdemeanor, carrying a sentence of up to 180 days in jail and/or a fine of no more than \$10,000 for possession of two ounces or less of Marijuana. This penalty can go all the way up to life in prison and a fine of up to \$50,000 for possession of over 2,000 pounds of Marijuana.</p>

**Note:** State laws are always subject to change through the passage of new legislation, rulings in the higher courts (including federal decisions), ballot initiatives, and other means.<sup>6</sup>

**Alcohol Offenses**

Adults and minors (under 21 years of age) who give alcohol to a minor face a stiff penalty. The punishment for making alcoholic beverages available to a minor is a class A misdemeanor, punishable by a fine up to \$4,000, confinement in jail up to a year, or both. Additionally, the violator will have his or her driver’s license automatically suspended for 180 days upon conviction. See Texas Alcoholic Beverage Code Section 106.06.<sup>7</sup>

**C. Local**

**Houston**

Sec. 28-572. - Prohibition of illicit synthetic drug.

It shall be unlawful for any person to possess, provide, sell, barter, produce, manufacture, distribute, or to offer, display, market or advertise for sale, or purchase with the intent to provide,

<sup>6</sup> <https://statelaws.findlaw.com/texas-law/texas-drug-possession-laws.html>

<sup>7</sup> <https://codes.findlaw.com/tx/alcoholic-beverage-code/alco-bev-sect-106-06.html>

sell, barter, produce, manufacture, or distribute, or to offer, display, market or advertise for sale any illicit synthetic drug. (Ord. No. 2014-913, § 2, 10-8-2014)

Sec. 28-574. - Penalty.

- (a) Any violation of section 28-572 of this Code is a misdemeanor punishable upon conviction by a fine not to exceed \$2000.00. Each separate package, container, or other separate unit containing an illicit synthetic drug shall constitute a separate and distinct offense.
- (c) Prosecution or conviction under this article is cumulative of and shall never be a bar to any other civil or administrative remedy provided or allowed in this article or by law. (Ord. No. 2014-913, § 2, 10-8-2014)

## **Pasadena**

The City of Pasadena ordinances prohibits the “sale, consumption or possession of an alcoholic beverage in an open container.”<sup>8</sup> Violations of the city ordinance may subject an individual to fines and costs, requirement to participate in alcohol and/or substance abuse treatment and may possibly result in a driver’s license suspension. A full version of the city ordinances can be found at: [https://www.municode.com/library/ca/pasadena/codes/code\\_of\\_ordinances?nodeId=TIT9PUPEM\\_OWE\\_ARTIIIOFAGPUDE\\_CH9.24ALBEPU\\_9.24.010DRPR](https://www.municode.com/library/ca/pasadena/codes/code_of_ordinances?nodeId=TIT9PUPEM_OWE_ARTIIIOFAGPUDE_CH9.24ALBEPU_9.24.010DRPR).

See the City of Pasadena’s Tobacco Use Prevention Ordinance at [http://pasadena-ca.elaws.us/code/coor\\_title8\\_ch8.78](http://pasadena-ca.elaws.us/code/coor_title8_ch8.78).

## **Phoenix**

See Arizona above for laws that pertain to the city of Phoenix, as it does not appear that Phoenix has any related city or county ordinances.

# **III. Health Risks**

## **A. Drug Abuse**

Most drugs of abuse can alter a person’s thinking and judgment, leading to health risks, including addiction, drugged driving and infectious disease. Most drugs could potentially harm an unborn baby. See <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts> for a list of commonly abused drugs and their effects. Also browse the fact sheets on drugs from the Drug Enforcement Administration (DEA) at <https://www.dea.gov/drug-information>.

## **B. Alcohol Abuse**

“Alcohol affects every organ in the drinker's body and can damage a developing fetus. Intoxication

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<sup>8</sup> *PMC Chapter 9.24 - ALCOHOLIC BEVERAGES IN PUBLIC*

can impair brain function and motor skills; heavy use can increase risk of certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and/or continued use despite harm or personal injury. Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that results in harm to one's health, interpersonal relationships, or ability to work.”<sup>9</sup>

### **C. Prescription Drug Abuse**

What is Prescription Drug Abuse?

“Some medications have psychoactive (mind-altering) properties and, because of that, are sometimes abused—that is, taken for reasons or in ways or amounts not intended by a doctor, or taken by someone other than the person for whom they are prescribed. In fact, prescription and over-the-counter (OTC) drugs are, after marijuana (and alcohol), the most commonly abused substances by Americans 14 and older.”<sup>10</sup>

Commonly abused classes of prescription drugs include opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy). The use of prescription medications by anyone other than the prescribed individual is illegal and dangerous. Known health risks for inappropriate or illegal use include those listed above for these drug categories.

### **D. Nicotine Abuse**

Tobacco use is the leading preventable cause of disease, disability, and death in the United States. According to the Centers for Disease Control and Prevention (CDC), cigarette smoking results in more than 480,000 premature deaths in the United States each year—about 1 in every 5 U.S. deaths—and an additional 16 million people suffer with a serious illness caused by smoking. In fact, for every one person who dies from smoking, about 30 more suffer from at least one serious tobacco-related illness.<sup>11</sup>

Nicotine can be found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew). Known health risks include chronic lung disease, cardiovascular disease, stroke, cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes, and addiction.

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<sup>9</sup> Information regarding alcohol abuse can be found at <http://www.drugabuse.gov/drugs-abuse/alcohol> (NIDA. (). Alcohol. Retrieved from <https://www.drugabuse.gov/drugs-abuse/alcohol> on 2018, August 8)

<sup>10</sup> Information regarding prescription drug abuse can be found at <https://www.drugabuse.gov/drugs-abuse/prescription-drugs-cold-medicines> (NIDA. (). Over-the-Counter Medicines. Retrieved from <https://www.drugabuse.gov/drugs-abuse/over-counter-medicines> on 2018, August 8)

<sup>11</sup> Centers for Disease Control and Prevention. *Smoking and Tobacco Use: Fast Facts*. [http://www.cdc.gov/tobacco/data\\_statistics/fact\\_sheets/fast\\_facts/index.htm#toll](http://www.cdc.gov/tobacco/data_statistics/fact_sheets/fast_facts/index.htm#toll). Page last updated February 20, 2018. Page last reviewed February 9, 2019.

## IV. Drug and Alcohol Programs

### A. Employees

The following programs and services are available for employees:

- Alcohol and substance abuse counseling and treatment available at Fuller Psychological and Family Services (FPFS): <http://fuller.edu/fpfs/>
- Access to an Employee Assistance Program for full-time benefit-eligible employees and their family members. Information regarding this program is available here: <http://employee.fuller.edu/blog/employee-assistance-program/>
- Allows the use of accrued paid sick or vacation, if applicable, while seeking treatment for alcohol and other drug problems; unpaid leaves may also be available
- Substance abuse needs and resources may also be available through an employee's medical benefits

### B. Currently Enrolled Students

The following programs and services are available to students at Fuller Seminary:

- Alcohol and substance abuse counseling and treatment available at Fuller Psychological and Family Services (FPFS) (<http://fuller.edu/fpfs/>)
- Ongoing promotion of counseling services available at FPFS through the following: Fuller's Community Standards, quarterly orientation for new students, and the Quad (Fuller's primary web portal for students)
- Additional student resources for dealing with alcohol and drug abuse are included in a [Resource List](#), available to all students and employees.
- Seminary Chaplain(s) are available for prayer, counseling, and referrals at the Office of Vocation Formation
- To receive services or for substance use related resources, students can visit [WellConnectForYou.com](http://WellConnectForYou.com) (code: FULLER) or call 866-640-4777.
- The following [guide](#), can help you learn how to be proactive in understanding what constitutes substance abuse, how to keep one's habits in check, and how to spot problems in oneself or others:

## SUBSTANCE ABUSE IN COLLEGE

Recognizing, Understanding and Combatting Alcohol & Drug Abuse on Campus



## **C. Local Programs & Resources**

### **Houston**

- Narcotics Anonymous of the Houston Area: 713-661-4200
- Alcoholics Anonymous of the Houston Area: 713-686-6300
- Houston Council on Alcoholism & Drug Abuse offering short-term counseling for anyone affected in any way by alcohol or other drug abuse. Trained alcohol and drug abuse counselors can help select an appropriate program (AA, A.L.A.N.O.N., NA, CA, etc.) and/or appropriate treatment. Their address is 303 Jackson Hill Street, Houston. Phone 713-942-4100. <https://www.councilonrecovery.org/>

### **Pasadena-area**

- Narcotics Anonymous of the Pasadena Area: 626-584-6910
- Alcoholics Anonymous of the Pasadena Area: 626-792-2770

### **Phoenix**

- Narcotics Anonymous of the Phoenix Area: 602-325-4702
- Alcoholics Anonymous of the Pasadena Area: 602-264-1341

## **D. National Programs & Resources**

- National Alcohol and Drug Abuse Help Line 1-800-821-4357
- Al-Anon Family Groups 1-888-4AL-ANON (1-888-425-2666) <https://al-anon.org/>
- Alcoholics Anonymous <http://www.aa.org/>
- Cocaine Anonymous <https://ca.org/>
- [Department of Drug Enforcement: Drug Fact Sheets](#)
- Narcotics Anonymous <https://www.na.org/>
- National Drug Help Line 1-844-289-0879 <http://drughelpline.org/>
- National Institute on Alcohol Abuse and Alcoholism <https://www.niaaa.nih.gov/>
- National Institute on Drug Abuse 1-800-662-HELP (1-800-662-4357) <https://www.drugabuse.gov/>
- The Substance Abuse and Mental Health Services Administration's (SAMHSA) Behavioral Health Treatment Services Locator <https://findtreatment.samhsa.gov/>

Even if you do not want to speak with a counselor or referral service, you may also access the following free information and educational videos to further educate yourself on alcohol and other drug abuse.<sup>12</sup>

- <https://www.getsmartaboutdrugs.gov/>
- <https://www.justthinktwice.gov/>
- [https://www.aa.org/pages/en\\_US/videos-and-audios](https://www.aa.org/pages/en_US/videos-and-audios)
- <https://drugfree.org/>
- <https://www.operationprevention.com/>
- <https://www.elks.org/dap/resources/>

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<sup>12</sup> [https://www.phoenix.edu/content/dam/altcloud/doc/about\\_uopx/Annual-Security-Report.pdf](https://www.phoenix.edu/content/dam/altcloud/doc/about_uopx/Annual-Security-Report.pdf)



## V. Disciplinary Sanctions

### A. Employees

The Alcohol- and Drug-Free Workplace Policy in [section 11.17](#) of the HR Policy Manual states:

Employee violation of the seminary's conduct expectations involving controlled substances is subject to disciplinary action, up to and including the possibility of immediate termination from employment. Incidents on a seminary campus or incidents involving members of the seminary community may be reported to civil authorities for legal action.

It is a continuing condition of employment to abide by the above Alcohol- and Drug-Free Workplace policy, as well as the seminary's *Community Standard: Substance Abuse*. In addition, an employee must notify the Office of Human Resources in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five days after such conviction.

### B. Currently Enrolled Students

The ethical standards of Fuller Theological Seminary are guided by an understanding of Scripture and a commitment to its authority regarding all matters of Christian faith and living. Enrollment at Fuller Theological Seminary includes a commitment by each individual to adhere to all of the seminary's published policies and ethical standards, including the seminary's *Community Standard: Substance Abuse*. The following, found in the Student Handbook, is a summary description of disciplinary actions possible for violating the Community Standard on substance abuse:

1. Upon a determination that a violation of a seminary community standard *has* been shown by a preponderance of the evidence/facts, appropriate disciplinary action will be imposed.
2. Corrective actions for students may include disciplinary action up to and including immediate termination of student status (expulsion). Corrective actions for authorized student organizations may include disciplinary action up to and including immediate termination of all rights and privileges as a campus organization.

Fuller Seminary strives to administer discipline that is appropriate for each unique circumstance. These disciplinary actions may include the following:

- Verbal warning
- Written reprimand
- Probation
- Suspension
- Loss of privilege
- Mandatory counseling
- Termination of student status with conditions for reapplication in the future
- Permanent termination of student status

The full process can be found in or accessed from the Student Handbook:  
<https://studenthandbook.fuller.edu/student-handbook/complaint-resolution/#2>

Fuller Theological Seminary is committed to maintaining an alcohol and drug-free environment, one conducive to the promotion of wellness and positive self-development of all members of its community. Hence, in addition to institutional discipline, when deemed appropriate, instances of illegal alcohol and drug use may be reported to civil authorities for legal action.

## **VI. Annual Notification of the DAAPP**

### ***A. Employee Notification***

Notification of the information contained in the DAAPP will be distributed to all current employees of the seminary on an annual basis via email. In addition, a link to the DAAPP is included in online Title IX training provided to all new employees shortly after their hire date, and to current employees approximately once a year. The DAAPP is also available for review on The Employee Site at <http://employee.fuller.edu/drug-and-alcohol-abuse-prevention-program-daapp>. It is also posted on the Fuller website at <https://www.fuller.edu/about/institutional-reports-and-documents/institutional-policies-procedures-and-resources/#drug>.

### ***B. Student Notification***

Notification of the information contained in the DAAPP will be distributed to all currently enrolled students on an annual basis via email. On at least a quarterly basis, all new students receive access to the DAAPP as part of the online Title IX training provided to all new students. The DAAPP can be accessed on the Quad under Important Policies and Procedures at <https://quad.fuller.edu/resources/#institutional-policies>. It is also posted on the Fuller website at <https://www.fuller.edu/about/institutional-reports-and-documents/institutional-policies-procedures-and-resources/#drug>.

## **VII. Oversight Responsibility**

The Clery Compliance Committee, currently chaired by the Director of Compliance & Risk Management, shall have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, coordination of the annual notification to employees and students, and conducting a biennial review. The Clery Compliance Committee has representatives from Campus Safety, Compliance & Risk Management, Housing and Residential Community, Human Resources, Regional Campuses, and Student Concerns.