

Drug and Alcohol Prevention Program
Biennial Review
Academic Year 2016-2017 and 2017-2018



BETHESDA UNIVERSITY

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Drug-Free Schools and Communities Act

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 to 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:

1. 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.

2. 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

Materials Reviewed

The following materials were examined for this review:

Complying with the Drug-Free Schools and Campuses Regulations (EDGAR Part 86), A Guide for University and College Administrators prepared by the Higher Education Center

Bethesda University Annual Security and Safety Report
: Bethesda University Drug Free Policy

Bethesda University Website

Bethesda University Catalog

Bethesda University Class Schedule

Bethesda University Student Handbook related to its Drug and Alcohol Abuse Prevention Program

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 Personnel Office.

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.)

Drug Free Environment and Drug 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.

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, and social health. This price can be paid in a number of ways. The risk of contracting sexually transmitted diseases, including AIDS, is increased 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 one 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

Resources for Assistance/ Counseling:

All students and employees are encouraged to seek early help if they feel they have a problem with alcohol and/or other drugs, and to learn how to assist others with substance abuse problems. With early assistance it is less likely that serious consequences will result from an alcohol or other drug problem. There are drug and alcohol counseling, treatment, and rehabilitation facilities available in our area where students and employees may seek advice and treatment. Employees or students who have questions about drug or alcohol prevention are urged to speak with the Office of General Affairs.

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)

Standards of Conduct - Student Discipline

Bethesda University is committed to maintaining a teaching and learning environment that fosters critical thinking, creativity, personal integrity and positive self-esteem. The intent of the Standards of Conduct is to define a collegiate standard of behavior. . As such, the University's standards of conduct clearly prohibit the illegal use, possession or distribution of alcoholic beverages, narcotics, or controlled substances, or public intoxication.

The entire Bethesda University Standards of Conduct and the Student Discipline policy describing due process is located on the University's website at www.buc.edu / The Standards of Conduct policy also appears in the University Catalog and copies are available in the Admissions & Records Office.

Annual Security and Safety Report

Bethesda University's Office of General Affairs is committed to providing the University with a safe environment conducive to the goals of education and research. As part of this commitment, and in accordance with the Jeanne Clery Act, Office of General Affairs produces an Annual Crime Report containing information related to campus safety and security, crime prevention, emergency response, disciplinary action, campus and community resources, and alcohol and drug policies. In partnership with the community, Office of General Affairs works to prevent crime and solve problems that affect students

and employees. The Annual Security and Safety Report can be found on the Bethesda University website at http://www.buc.edu/web2/46_6_annual_security_report.htm.

Distribution of Policies

Information pertaining to Bethesda University's Drug Free Campus Program is disseminated to students and employees in the following ways:

Email notification of the Drug Free Campus Program information to students each semester;

Email notification of the Drug Free Campus Program to employees annually;

Inclusion in the Bethesda University catalog (produced annually);

Inclusion in the Bethesda University class schedules (produced 4 times per year);

Printed copies of the Drug Free Campus Program information are available at the Office of Academics and at the Office of General Affairs;

Printed copies of the related information are included in new employee orientation packets; and

Bethesda University's annual Security and Safety Report is distributed to all students and staff via email and it is posted on the University's website at www.buc.edu/

The University has developed a Drug free campus website which can be found at www.buc.edu which contains the following information;

- Drug-Free campus
- Drug and Alcohol Abuse Prevention Program
- Drug-Free Campus Policies
- Warning Signs of Substance Abuse
- Health Risks
- Student and Employee Assistance Program
- Disciplinary and Legal Sanctions
- Biennial Program Review

Disciplinary Statistics

Bethesda University Employees

YEAR	Incidents in Workplace	Outcome
2015-2016	0 Incidents	Non-Applicable
2016-2017	0 Incidents	Non-Applicable

Bethesda University Students

YEAR	Incidents in Workplace	Outcome
2015-2016	0 Incidents	Non-Applicable
2016-2017	0 Incidents	Non-Applicable

Employees

Employees are defined as a person who holds a Bethesda University appointment. This includes faculty, staff, temporary employees and student employees (Federal Work Study). Bethesda University Policy prohibits that the use of Drug and Alcohol while on Bethesda University premises or while conducting business-related activities off Bethesda premises. Bethesda University may not use, possess, distribute, sell or be under the influence of alcohol or illegal drugs.

Bethesda University will apply sanctions of violations of the University's alcohol and drug free policy that could lead to an employee being disciplined, suspended or dismissed for violation of the Bethesda University standards of conduct. Employees may also be referred for prosecution. Disciplinary sanctions may include the completion of an appropriate rehabilitation program, at the employee's expense, if necessary.

Students

Students are defined as a person who is currently enrolled in an academic program at Bethesda University. Bethesda University will apply sanctions of violations of the University's alcohol and drug free policy that could lead to a student being fined, suspended or expelled. Students may also be referred for prosecution. Disciplinary sanctions may include the completion of an appropriate rehabilitation program, at the student's expense, if necessary.

In certain cases, students convicted of drug-related offenses, while receiving financial aid, will lose their eligibility for a period of time. If applicants/students have any questions

regarding this policy, they may refer to the Free Application for Federal Student Aid (FAFSA) at www.fafsa.ed.gov.

Bethesda University acknowledges its obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act and authorized an administrative review to be conducted to determine if the University fulfills all mandatory guidelines. The Office of General Affairs along with HR and the Office of Student Affairs, is responsible for conducting the review and reporting on the findings. The purpose of this report is to comply as best as possible, using data collected over the past two years, and to give evidence of the procedures in place for subsequent biennial reports.

Violation and Sanctions

Campus Security and Safety produces an Annual Campus Security and Safety Report in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act. The Security and Safety Report contains information for campus security and safety, crime prevention, emergency response, disciplinary action, campus and community resources, and alcohol and drug policies. Included in the report is data on violations, referrals for sanctions and arrests with regard to alcohol and drug incidents.

Sanctions/Actions: Innocent of all charges, Warning Letter, Blocked Registration, Blocked Reg/Removed Consent, Removed from Dorms Probation, Short-term suspension, disciplinary probation.

The data below includes incidents from the Annual Security and Safety Report as well as incidents beyond Clery requirements for counting in order to fully reflect incidents involving alcohol and drugs within the Clery geography.

The following data pertaining to Bethesda University campus was collected for the years 2016-2017 and 2017-2018:

Alcohol and Drug Violations and Outcomes				
Year	Drug Referrals	Drug Arrests	Alcohol Referrals	Alcohol Arrests
2016-2017	0	0	0	0
2017-2018	0	0	0	0

Summary and Recommendations

The main goal of conducting this biennial review of the University's Drug and Alcohol Prevention Program Plan is to assess what we are doing with regard to this issue, and determine if our efforts are effective. Following is a list of the identified findings and weaknesses of the program, as well as recommendations for improvement.

Program Findings

Bethesda University has currently comprehensive written policies regarding drug and alcohol prevention, as well as violations and sanctions based upon those policies and local, state and federal laws;

Notifications of the University's Drug-Free Campus Program are sent to students each semester via email, and are made available through populi, in writing at the Office of Admissions, Office of General Affairs and Office of Student Affairs.

Program Weaknesses

Drug and Alcohol Prevention Program policy and procedure is not distributed to all students and employees;

Bethesda University has not created and distributed the biennial review to all students and employees.

Recommendations

Bethesda University should make more comprehensive the University's Drug and Alcohol Abuse Prevention Program through collaboration of cross-campus constituents, including providing student activities focusing on drug and alcohol issues and focused programs for employees in order to raise awareness of the issue, and discuss ways employees can help the University address the issue.

Bethesda University should distribute the Drug and Alcohol Abuse Prevention Handbook to all students and employees and publish it through the school website.

Formalize the committee to do the following:

- (1) Review the data from drug, alcohol and tobacco use prevention activities as it becomes available.
- (2) Review Bethesda University's Drug and Alcohol Abuse Prevention Program policies and procedures and put forward and recommended changes.
- (3) Develop and release future biennial reports.

Present and inform the Drug-Free Campus Program information more fully into the new student orientation, employee orientation, and faculty development day.