



DRUG FREE WORKPLACE AND SUBSTANCE ABUSE POLICY

Ozark Christian College does not permit the use, possession, or sale of illegal (or improperly used) drugs or alcohol on the campus.

DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

Ozark Christian College is committed to providing a healthy, safe learning environment for its students, employees, and guests. Maintaining a healthy lifestyle is a way to honor Christ and serve as a witness to him. It is the desire of Ozark Christian College that students and employees exhibit a Christian lifestyle, both on and off campus.

The Drug Free Schools and Communities Act Amendments of 1989 require the college to adopt and implement a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees. This program, described herein, is distributed annually to every student and employee of the college. A biennial review of this program will be performed to determine its effectiveness, to implement changes to the program if changes are needed, and to ensure that the college's disciplinary sanctions are consistently enforced. This program will describe:

- standards of conduct
- legal sanctions
- health risks
- resources
- college discipline

Standards of Conduct

Ozark Christian College prohibits the possession, use, or distribution of illicit drugs, alcoholic beverages, and tobacco products by students and employees on its property or as part of any of its activities.

Legal Sanctions

Local, state, and federal laws also prohibit the unlawful possession, use, distribution, and sale of alcohol and illicit drugs. Criminal and civil penalties for violation of such laws range from fines up to \$20,000 and imprisonment for terms up to and including life.

Health Risks

Specific serious health risks are associated with the use of illicit drugs and alcohol. Some of the major risks are:

- *Alcohol and other depressants* (barbiturates, sedatives, and tranquilizers): addiction, accidents as a result of impaired ability and judgment, overdose when used with other depressants, damage to a developing fetus, heart and liver damage.

- *Marijuana*: addiction, panic reaction, impaired short-term memory, increased risk of lung cancer and emphysema (particularly in cigarette smokers), impairment of driving ability.
- *Cocaine*: addiction, heart attack, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants, such as speed and uppers.
- *Hallucinogens* (acid, LSD, PCP, MDMA, etc.): unpredictable behavior, emotional instability, violent behavior, organic brain damage in heavy users, convulsion, coma.
- *Narcotics* (heroin, Demeral, morphine, Codeine, etc.): addiction, accidental overdose, risk of hepatitis and AIDS from contaminated needles.
- *Inhalants* (gas, aerosols, glue, nitrites, etc.): loss of consciousness, suffocation, damage to brain and central nervous system, sudden death, nausea/vomiting, nosebleeds, impaired judgment.
- *Methamphetamines*: addiction, irritability, sleeplessness, nervousness, sudden weight loss, pungent body odor, protrusion of eyes.

Resources

OCC Counseling Services: OCC provides opportunities for counseling services to students by individual appointments or professional referral. An OCC counselor will help to assess a student's or employee's need and provide in-house counseling intervention or make appropriate referrals to area counseling services or agencies.

Resources for Drug & Alcohol Abuse:

Haven Counseling
22200 Kafir Rd
Oronogo, MO 64855
417-673-0090

Care Counseling
3829 S Duquesne Rd
Joplin, MO 64804
417-206-3500

Alcoholics Anonymous
104 N Webb St
Webb City, MO 64870
417-673-8591

Freed: Fellowship in Recovery
633 S Pearl Ave
Joplin, MO
417-624-5773 or 417-291-0699

Fellowship in recovery
Reconciliation to God and his family
Education about chemicals and addiction
Edification through faith in Christ
Dedicated services to others

Alcohol Treatment Center Help Line
800-711-6402

College Discipline

Violation of this policy will lead to disciplinary action up to or including expulsion for students and discharge for employees. Referral for prosecution may also result.

Substance Abuse Policy

Ozark Christian College prohibits the unlawful manufacture, distribution, dispensing, possession, or use of illegal drugs and alcohol by students and employees in the workplace, on college property, or as part of any college activity.

Violations of these prohibitions will be handled in the following manner:

For students, violations may result in warning, disciplinary prohibition, suspension, or expulsion as provided in the Student Handbook.

For employees, violations will result in disciplinary action, up to and including termination of employment.

Ozark Christian College is committed to increasing employee and student awareness of the dangers of substance abuse.

For example, marijuana can impair thinking, reading comprehension, and verbal skills; hallucinogens result in loss of control of normal thought processes; phencyclidine can produce violent and bizarre behavior; stimulants (amphetamines) may produce mood swings, panic, and cardiac disturbances; cocaine is toxic, and overdoses result in death; narcotics cause dependency and severe symptoms upon withdrawal; inhalants have a high risk of sudden death; and alcohol can dull sensation and impair coordination, memory, and judgment. In an effort to maintain a drug and alcohol free environment, the college will provide:

- awareness programs through our security department
- assistance through the LAMP Director
- assistance through the campus nurse
- individual counseling
- assistance with making referrals to outside agencies

Everyone employed by Ozark Christian College as a condition of employment will:

- notify their supervisor in writing of his or her conviction for a violation of a criminal drug statute occurring while employed by the college no later than five calendar days after such event.
- abide by the terms of the Drug Free Workplace and Substance Abuse Policy found in the Personnel Handbook.

Any employee or student of Ozark Christian College who violates the College's Substance Abuse Policy will be subject to discipline in accordance with this policy and reported to local, state, or federal law enforcement authorities for criminal prosecution. Criminal prosecution for these acts could lead to a conviction, and such conviction could result in a sentence imposing a monetary fine, imprisonment in a state or federal penitentiary, or both.

*This policy is distributed annually to all students and employees in compliance with the Drug-Free Workplace Act of 1998 (P.L. 101-690) and the Drug-Free Schools and Communities Act Amendments of 1989 (P.L. 101-226).