



Drug-Free Schools and Communities Act

2023 Biennial Review

James E. Rayburn

President

April 2023

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Director of Student Development

April 2023

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BIENNIAL REVIEW TEAM

Samuel Kinnin (Chair)
Director of Student Development

Dalarrie Sage
Resident Director

Lynnea Martinez
Campus Pastor

OVERVIEW

As an institution of higher education (IHE) which receives and administers Federal grants and other Title IV educational programs, Messenger College shall comply with Department of Education (ED) regulations relating to a Drug-Free School and Campus.

“The Drug-Free Schools and Communities Act of 1989, Public Law 101-226 requires that, as a condition of receiving funds or any other form of assistance under any Federal program, an IHE, State education agency (SEA) or local educational agency must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students, faculty and staff (Copied from the Federal Register/Vol.55, No 159).

Each institution of higher education must annually distribute the following information to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A description of the legal sanctions under local, state, and/or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of any drug or alcohol counseling, treatment, or rehabilitation and/or reentry programs that are available to employees or students;
- 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; and
- Information on available treatment and support programs and services on and off campus.

Further, it is the standard policy of Messenger College, because of the nature of her purpose of existence, to desire and strive to maintain a drug-free and alcohol-free school and campus at all times.

The law further requires that each institution of higher education conduct a biennial review of its program with the following objectives:

- Determine the effectiveness of the program and if needed, implement changes to the alcohol and other drug programs; and
- Ensure that developed sanctions are enforced consistently.

The biennial review must also include a determination as to:

- The number of drug-and-alcohol-related violations and fatalities occurring on the campus and/or as part of their activities reported to campus officials; and
- The types of sanctions each institution of higher education imposes on students and/or employees as a result of such violations or fatalities.

Messenger College acknowledges its obligation to distribute important information about our campus Drug and Alcohol Abuse Prevention Program (DAAPP) information to our community, and to conduct a biennial compliance review of this program as directed by the Drug-Free Schools and Communities Act.

Messenger College authorized an administrative review to determine if MC fulfills the requirements of these Federal regulations. The Student Development Department, under the leadership of the Director of Student Development, Samuel Kinnin, is responsible for conducting the review and reporting on its findings to the MC community.

ANNUAL POLICY NOTIFICATION PROCESS

Each year, a document that outlines the requirements of the College relating to the unlawful possession, use of, and distribution of illicit drugs and alcohol by any student and/or employee of Messenger College will be distributed to all students and employees. All Federal Regulations pertaining to Alcohol and Other Drug Prevention are covered in the aforementioned document, including Federal and State sanctions, drug and alcohol abuse assistance, health risks and standards of conduct.

This notice includes the following information:

- A link to the Messenger College Student Handbook
- A description of the applicable legal sanctions/disciplinary actions under federal, state, and local laws, and campus policy;
- A description of the health risks associated with alcohol and drug use; and
- A list of available treatment and support programs and services on and off campus.

Messenger College presents the following information for your knowledge and in promotion of healthy lifestyles:

- Student and Employee Policies and Codes of Conduct
- Health Risks Associated with Substance Abuse
- Legal Sanctions: Federal and State
- Drug/Alcohol Counseling and Treatment
- Institutional Disciplinary Sanctions

A copy of the email and the document attachment is included in this review appendix.

All new, transfer, and returning students, before the beginning of each semester on campus, are required to attend *Welcome Weekend*, a program designed to prepare and inform students of the Student Development Department policies, procedures, and standards. Students review and sign the MC Student Handbook Agreement form and MC Student Character and Lifestyle Covenant each academic year.

The Messenger College Student Development Department (MCSD) sends out a notification to ensure all staff members are provided information about the Drug and Alcohol Abuse Prevention Program, Equal Opportunity Statement, and the Sexual Misconduct Policy.

**ALCOHOL AND OTHER DRUG (AOD)
Policy, Enforcement, Compliance Inventory for Students and Employees**

In compliance with the provisions of the Drug Free Schools and Communities Act Amendments of 1989, Messenger College has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

Messenger College presents the following information for your knowledge and in promotion of healthy lifestyles:

- Student and Employee Policies and Codes of Conduct
- Health Risks Associated with Substance Abuse
- Legal Sanctions: Federal and State
- Drug/Alcohol Counseling and Treatment
- Institutional Disciplinary Sanctions

Student and Employee Policies and Conduct

It is the policy of Messenger College to promote a safe, healthy and productive environment for all students and employees.

Students

Illegal Substance (Possession or Use) or Abuse of Legal Drugs: The Messenger College community including employees, resident students and commuter students, while on or off College property, is expected to refrain from the manufacture, possession, use or distribution of illegal drugs. Purchasing, attempting to purchase, or facilitating the purchase of illegal substances is likewise prohibited. Students are considered “in possession” and responsible for illegal substances found on their person or in their residence or vehicle. Possession of drug paraphernalia is prohibited. [Probation 2 (minimum), with random drug tests (paid by the student) and other possible sanctions, as well as a substance abuse evaluation prior to readmission. Parents or legal guardians will be notified.]

Alcoholic Beverages (Use, Possession, Purchase or Attempt to Purchase): Messenger College community including employees, resident students, commuter students, and graduate/professional studies students, while on or off College property, is expected to refrain from the possession or use of alcoholic beverages. Providing, purchasing, attempting to purchase, or facilitating the purchase of alcoholic beverages is likewise prohibited. “Use” includes consumption by any means. Students are considered “in possession” and responsible for alcoholic beverages that have been determined to be on their person or in their residence or vehicle.

Consistent with Texas law, the College prohibits the use or possession of an alcohol beverage vaporizer. The College reserves the right to check for compliance with this alcohol policy by various means, including active and passive alcohol sensors.

[Probation 2 (minimum), plus possible sanctions. Since underage drinking is illegal, parents or legal guardians of underage drinkers will be notified by Residence Director, and the minimum applicable disciplinary status for underage drinkers or for providers of alcohol to underage drinkers will be Provisional Continuance.]

[Probationary Alert (minimum), plus possible sanctions. Since underage drinking is illegal, parents or legal guardians of underage drinkers will be notified by Residence Director, and the minimum applicable disciplinary status for underage drinkers or for providers of alcohol to underage drinkers will be Provisional Continuance.]

Smoking: Messenger College is a 100% smoke-free environment. The use of smoking tobacco products including and not limited to e-cigarettes, vapors; hookahs are prohibited on all campuses at Messenger College. See "Tobacco." [Probation 1 (minimum), plus additional sanctions, which may include successful completion of a smoking cessation program at the student's own expense, plus other possible sanctions.]

Tobacco (Use, Possession, Purchase or Attempt to Purchase): Everyone in the Messenger College community (including employees, resident students, commuter students and graduate/professional studies students), while on or off College property is expected to refrain from the possession or use of tobacco products. Purchasing, attempting to purchase or facilitating the purchase of tobacco products is likewise prohibited. Students are considered "in possession" and responsible for tobacco products found on their person or in their residence or vehicle. [Probation 1 (minimum) and successful completion of a smoking cessation program at the student's own expense, plus other possible sanctions.]

Bar/Lounge/Club (Attendance or Participation): Attending a place where alcohol is the primary source of income or focus for advertisement is prohibited. Another indicator that a business may be a bar/lounge/club is the requirement of an ID for admission. [Probation 1 (minimum), plus a \$50 fine and other sanctions]

Employees

It is Messenger College's desire to provide a drug-free, healthful and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.

While on the premises of Messenger College, and while conducting business-related activities off the campus, no employee may use, possess, distribute, sell, or be under the influence of alcohol or engage in the unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs.

The legal use of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals in the workplace.

Under the Drug-Free Workplace Act, an employee who performs work for a government contract or grant must notify Messenger College of a criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction.

Employees with questions regarding this policy or issues related to drug or alcohol use in the workplace should raise their concerns with their supervisor or the Personnel Manager without fear of reprisal.

Violations of the Drug and Alcohol Use policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

Any employee with a chemical dependency problem who admits the problem to the supervisor or Personnel Manager will be afforded the opportunity for treatment and will be given consideration for reinstatement upon successful completion of a chemical dependency rehabilitation program.

Campus Partners in AOD Policy, Enforcement and Compliance Efforts

The Student Development Department plays a key role in enforcing the alcohol and illegal drugs policy, as well as providing alcohol and drug awareness education and support efforts to the entire campus community.

The Office of Student Development

The Office of Student Development provides information on all Messenger College policies to resident students during the mandatory welcome orientations and residence hall floor meetings, held at the beginning of each academic year.

- **Welcome Weekend Program** is a collaborative inter-department initiative, on behalf of Student Development, for the purpose of introducing, orientating and integrating new and returning students into the Messenger College Community at the beginning of each semester. This program consists of a special orientation that covers housing safety, policies and procedures, handbook standards, and student activities to bring a positive and healthy student experience.
- **Residence Life Program** is provides a safe, hospitable, and welcoming community to new and transferring students of Messenger College. This program is designed to help students make a healthy transition from high school into young adulthood by providing practical life skills, alternative social opportunities to prevent drug and alcohol use. The Drug and Alcohol Abuse Prevention Program (DAAPP) is emailed to all staff and students each semester. Students are informed of the policies and handbook standards each semester such as the sexual misconduct policies, annual security report, and the annual fire report.
- **Campus Ministries Program** is available to assist students with spiritual growth and development and provide spiritual guidance. The Campus Ministries seeks to assist students in becoming involved in ministry. Through the Campus Ministries program, students put knowledge to action through practical training through church and community involvement. This program provides alternative social opportunities and assists in the spiritual formation and personal wholeness of the student.
- **Student Activities Program:** The Messenger College Student Activities Program plans, prepares and provides social/cultural functions for the students of Messenger College. It is the umbrella office for student involvement. Multiple programs and activities are provided to bring a positive experience for student participation. The Student Activities Program organizes activities during Welcome Week to provide new students with opportunities to promote positive choices on and off-campus and to prevent the use of alcohol and illegal drugs.
- **Student Outreach Practicum** allows opportunities for students and staff to engage in professional networking and community involvement. This program brings awareness to the student body of the needs of the community, which includes poverty, positive role models, and drug and alcohol education to families.

Community Resources in AOD Policy, Enforcement and Compliance Efforts

Bedford Police Department

The Bedford Police Department is a state police agency responsible for law enforcement, security and emergency response for Messenger College and the local community. The Department works closely with Messenger College staff in providing a safe, drug and alcohol free environment. The Bedford Police department provides alcohol and drug education programs for resident students. *Contact information: 2121 L Don Dodson Dr. Bedford, TX 76021 | Phone: 817.952.2440*

Eules Police Department

The Eules Police Department is a state police agency responsible for law enforcement, security and emergency response for Messenger College and the local community.. The Department works closely with Messenger College staff in providing a safe, drug and alcohol free environment. The Eules Police department provides alcohol and drug education programs for resident students. *Contact information: 1102 W. Eules Blvd. Eules, TX 76040 | Phone: 817.685.1526*

Compassion Counseling

Compassion Family Counseling is a private practice in Arlington, Texas. They work with children, adolescents, families, individuals, and couples.
2214 Michigan Ave. Suite F. Arlington, TX 76013 Phone: (817) 723-1210

Mission Arlington Counseling Services

Mission Arlington provides counseling services for community members who cannot easily afford these services. Local counselors volunteer their time and resources to help families, adults, teenagers, and children.
210 W. South Street Arlington, TX 76010 Phone: (817) 704-6144

Metroplex Counseling

Metroplex Wellness and Counseling offers a holistic approach to mental health treatment in that we combine modalities that address the interconnected spheres of the spiritual, mental, emotional and physical needs of those we are privileged to serve.
2501 Parkview Dr. Fort Worth, TX 76102 Phone: (817) 571-4110

Trinity Addiction Services

Trinity Addiction Services runs institutions across the country to provide faith-based treatment programs under the name Christian Recovery Center Program. The following services are offered:

- In-Patient Rehab Programs for substance abuse and chemical dependency
- Out-Patient Programs for substance abuse and chemical dependency
- 12-Step Programs

- Therapy and Counseling Services

7501 Las Colinas Blvd. Suite 707 Irving, Texas 75063 Phone: (800) 484-0393

Volunteers of America (Substance Abuse Services)

Our addiction treatment and recovery programs address not only the addiction itself, but also issues like poverty, homelessness and abuse that arise from chemical dependency. We are committed to helping clients gain sure footing in sobriety so that they can reclaim what was lost and become productive members of their families and society. Programs include:

- Family-Focused Residential Treatment for Mothers with Children
- Specialized treatment of opioid addiction
- Programs for pregnant women and women with children
- Parenting classes
- Job preparation and training programs
- Financial support services
- Housing placement
- Treatment for domestic abuse/trauma

300 East Midway Dr. Euless, TX 76039 Phone: (817) 529-7300

Assessment of Messenger College Drug and Alcohol Abuse and Prevention Efforts

The Office of the Director of Student Development provides information on responsive program reviews and changes for drug and alcohol prevention. This office maintains paper copies of these annual reports, information about current and planned drug and alcohol programming activities and strategic planning documents for all programs.

The Biennial Review Team has proposed a number of steps Messenger College can take to coordinate and evaluate future MC Alcohol and Drug prevention and education efforts and ensure subsequent biennial reviews are conducted in a timely manner that fully comply with DFSCA requirements.

1. Evaluate the effectiveness of MC's current approach to AOD education and prevention.
2. Review the available research on effective Alcohol and Other Drug prevention and education programs at other institutions of higher education.

Review Team members will meet on a recurring basis to review elements of this approach, receive frequency data on current campus alcohol and drug cases, and propose changes to the program to respond to specific campus concerns or incorporate emerging best practices in AOD education and prevention into our campus AOD efforts.

The Review Team members revise the strategies set in place to promote a positive influence on campus culture regarding alcohol and other drug abuse:

Event	Audience	Frequency
Alcohol Awareness Month	Current students and employees	Each April.
Drug and Alcohol Abuse Prevention Program	Current students and employees	Each fall and distributed as needed throughout the year.
Emergency Notification System	Current students and employees	Each year
Emergency Action Plan	Current residential housing students.	Each fall & spring
MC Student Handbook	Current students, employees, and prospective students	Distributed each fall & spring
Personal Safety Tips e-mail	Current students and employees	Each fall & spring
National Substance Abuse Prevention Month programming, emails, and PSAs.	Current students and employees	Each October
National Suicide Prevention Month	Current students and employees	Each September.
New Student Orientation	Families, new and current students.	Each fall & spring
Residence Housing programming and events	Current residential students	Typically monthly.
Safety Drills	Current students and employees	Yearly
Student Congress Forums	Current residential Students	Typically monthly.
Welcome Weekend (information sessions)	Current students (residential and commuter)	Each fall.
Constitution Day	Current students and staff	September 17 th

It is anticipated that this sustained approach to proving will help MC achieve its goals of reducing harm caused to the community by the high-risk consumption of alcohol and other drugs and empower students to be effective bystanders in their own community when confronted with the issue of illegal alcohol and drug use. Moreover, this approach is intended to encourage all community members to make responsible choices about alcohol and drug usage to ensure academic success and promote healthy lifestyles for our students.

Conclusion

Messenger College strives to be in full compliance with the Drug-Free Schools and Campuses Regulation of the Drug-Free Schools and Communities Act. The required review has two objectives:

1. To determine the effectiveness of, and to implement any needed changes to, Messenger College's Drug and Alcohol Abuse Prevention Program.
2. To ensure that Messenger College enforces the disciplinary sanctions for violating standards and policies.

Messenger College will perform a review every two years. Each report will review the Drug and Alcohol Abuse Prevention Program's effectiveness for the previous two academic years. Messenger College uses a variety of methods and tools to conduct this review through campus surveys, local police records, evaluation of programs, and Student Development records regarding incidents that are reported regarding drug or alcohol abuse.

This Biennial Report presented the following information:

- Student and Employee Policies; Codes of Conduct
- Health Risks Associated with Substance Abuse
- Legal Sanctions: Federal, State, and Local
- Drug & Alcohol Counseling and Treatment Resources
- Distribution Revision of the Drug and Alcohol Abuse Prevention Program

APPENDEX A – Annual Notification of DAAPP to Staff and Students



RE: Drug-Free School and Campus

Dear MC faculty, staff, and students,

Messenger College is committed to an alcohol and drug-free community. Our policy and procedure regarding alcohol and other drug prevention are outlined in the FA-10 “Drug-Free Schools and Campuses” policy. Please see the College’s requirements below:

As an institution of higher education (IHE) which receives and administers Federal grants and other Title IV educational programs, Messenger College shall comply with Department of Education (ED) regulations relating to a Drug-Free School and Campus.

“The Drug-Free Schools and Communities Act of 1989, Public Law 101-226 requires that, as a condition of receiving funds or any other form of assistance under any Federal program, an IHE, State education agency (SEA) or local educational agency must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students, faculty and staff (Copied from the Federal Register/Vol.55, No 159).

Further, it is the standard policy of Messenger College, because of the nature of her purpose of existence, to desire and strive to maintain a drug-free and alcohol-free school and campus at all times.

.....

PROCEDURE:

Once each semester, a document that outlines the requirements of the College relating to the unlawful possession, use of, and distribution of illicit drugs and alcohol by any student and/or employee of Messenger College will be distributed to all students and employees. All Federal Regulations pertaining to Alcohol and Other Drug Prevention are covered in the aforementioned document, including Federal and State sanctions, drug and alcohol abuse assistance, health risks and standards of conduct.

The Director of Student Development shall be informed of any infractions of the drug and alcohol abuses of any students. The Director of Student Life shall then through the Board of Student Life, enforce disciplinary action upon the offenders according to school policy consistently with the Federal Regulations. The Director of Student Development shall keep the President and the President’s cabinet informed of any actions relating to those who violate the College standard of conduct relating to the above-mentioned substance abuse.

The disciplinary requirements shall be consistently enforced, but there shall always be a provision for the student to present extenuating circumstances that will be evaluated and individual cases may require some adjustment to the normal action.

This program shall be evaluated once every other year to determine its effectiveness and to determine any revisions or improvements that need to be made to it.

Please see the attached “Drug-free Schools and Communities Act” handout for additional information.

Sincerely,

Samuel Kinnin, Director of Student Development

APPENDEX B – Drug and Alcohol Abuse and Prevention Program



Drug-Free Schools and Communities Act

In compliance with the provisions of the Drug Free Schools and Communities Act Amendments of 1989, Messenger College has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

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While on the premises of Messenger College, and while conducting business-related activities off the campus, no employee may use, possess, distribute, sell, or be under the influence of alcohol or engage in the unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs.

The legal use of prescribed drugs is permitted on the job only if it does not impair an employee’s ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals in the workplace.

Under the Drug-Free Workplace Act, an employee who performs work for a government contract or grant must notify Messenger College of a criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction.

Employees with questions regarding this policy or issues related to drug or alcohol use in the workplace should raise their concerns with their supervisor or the Personnel Manager without fear of reprisal.

Health Risks Associated with Substance Abuse Alcohol

Alcohol is a depressant. 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. Moderate to high doses

of alcohol cause marked impairments in higher 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 alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and liver.

Mothers who drink alcohol during pregnancy increase the risk of birth defects, spontaneous abortion, and stillbirths. Substance abuse often leads to on-the-job accidents and absenteeism.

Controlled Substances

Controlled Substances, Uses and Effects

Drugs		Possible Effects	Possible Overdose Effects	Symptoms of Withdrawal	Duration	Administered
Cannabis	Marijuana (pot/grass)	Euphoria, reduced inhibitions, increased appetite, disorientation	Fatigue, paranoia, possible psychosis	Insomnia, hyperactivity	2-4 hours	Smoked, oral
	Hashish (has) THC					
Stimulants	Cocaine (coke, snow, crack)	Increased alertness, euphoria	Agitation, increase in body temperature, hallucinations convulsions, possible death	Apathy, long periods of sleep, irritability, depression.	1-2 Hours	Snorted, smoked, injected
	Amphetamines	Increased pulse rate and blood pressure, loss of appetite	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death		2-4 Hours	Oral, Injected
Depressants	Barbiturates	Slurred Speech, Disorientation, drunken behavior.	Longer, more intense “trip” episodes, psychosis, possible death.	Anxiety, Insomnia, tremors, delirium, disorientation, convulsions, possible death	1-16 Hours	Oral
	Methaqualone				6-8 Hours	Oral

Hallucinogen	LSD (acid, microdot)	Illusions, Hallucinations, poor perception of time and distance.		Withdrawal syndrome not reported.	8-12 Hours	Smoked Oral, Injected
	Phencyclidine (PCP, angel dust) Amphetamine variants, designer drugs (MDA, MDM, ICC, Crank, Ecstasy)		Paralysis, Parkinson's disease, death		Days Variable	Oral, Injected Oral, Injected
Narcotics	Heroin (horse, smack), Opium, Morphine	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning chills and sweats, loss of appetite, tremors, cramps, nausea	3-6 Hours	Oral, Injected
	Meperidine (Pethidine, Demerol)					
Alcohol	Is a depressant that in small amounts produces a short-term "lift" which tends to relax inhibitions, increase sociability and decrease judgment and perception. In larger amounts, it increases depression and anxiety, resulting in confusion or stupor. Death can result due to respiratory paralysis.					
Anabolic Steroids	When combined with exercise, produce a marked increase in strength and muscle mass. Extended use will lead to kidney and liver dysfunction, sterility, and cardiac disease. Recent research indicates steroids are addictive.					

Legal Sanctions: Federal and State

Federal Trafficking Penalties

Controlled Substances Act Schedule	Drug	Quantity	1 st Offense	2 nd Offense
I & II	Methamphetamine	5-49 gm pure or 50-499 gm mixture	Not less than 5 years. Not more than 40 years	Not less than 10 years. Not more than life.
		50 gm or more pure or 500 gm or more mixture	Not less than 10 years and not more than life	Not less than 20 years and not more than life unless death or injury then life imprisonment.
	Heroin	100-999 gm mixture	Not less than 5 years. Not more than 40 years	Not less than 10 years. Not more than life.

		1 kg or more mixture	Not less than 10 years and not more than life	Not less than 20 years and not more than life unless death or injury then life imprisonment.
Cocaine		500-4999 gm mixture	Not less than 5 years. Not more than 40 years	Not less than 10 years. Not more than life.
		5 kg or more mixture	Not less than 10 Years. Not more than life.	Not less than 20 years. Not more than life.
Cocaine Base		5-49 gm mixture	If death or serious injury, not less than 20 years or more than life.	If death or serious injury, not less than life.
		50 gm or more mixture	If death or serious injury, not less than 20 years or more than life.	If death or injury, not less than life.
PCP or more mixtures		10-99 gm pure or 100-999 gm mixture	Fine of not more than \$2 Million individual, \$5 million other than individual.	Fine of not more than \$4 million individual, \$10 million other than individual.
		100 gm or more pure of 1 kg or more mixture.	Fine of not more than \$4 million individual, \$20 million other than individual	Fine of not more than \$8 million individual.
LSD		1-9 gm mixture	Not less than 5 yrs, and not more than 40 yrs.	Not less than 10 yrs, and not more than life
		10 gm or more mixture	Not less than 10 yrs, and not more than life.	Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment.
Fentanyl		40-399 gm mixture	Not less than 5 yrs, and not more than 40 yrs.	Not less than 10 yrs, and not more than life
		400 gm or more mixture	Not less than 10 yrs, and not more than life.	Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment.
Fentanyl Analogue		10-99 gm mixture	Not less than 5 yrs, and not more than 40 yrs.	Not less than 10 yrs, and not more than life
		100 gm or more mixture	Not less than 10 yrs, and not more than life.	Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment.
Others (law does not include marijuana, hashish or hashish oil)		Any	Not more than 20 years. If death or serious injury, not	Not more than 30 years. If death or serious injury, life. Fine \$2 million

			less than 20 years not more than life. Fine \$1 million individual, \$5 million not individual.	individual, \$10 million not individual.
III	All (included in Schedule III are anabolic steroids, codeine and hydrocodone with aspirin or Tylenol and some barbiturates)	Any	Not more than 5 years. Fine not more than \$250,000 Individual, \$1 million not individual.	Not more than 10 years. Fine not more than \$500,000 individual, \$2 million not individual.
IV	All (included in Schedule IV are Darvon, Talwin, Equanil, Valium, and Xanax)	Any	Not more than 3 years. Fine not more than \$250,000 individual, \$1 million not individual.	Not more than 6 years. Fine not more than \$400,000 individual, \$2 million not individual.
V	All (over-the-counter cough medicines with codeine are classified in Schedule V)	Any	Not more than 1 year. Fine not more than \$100,000 individual, \$250,000 not individual.	Not more than 2 years. Fine not more than \$200,000 individual, \$500,000 not individual.

*The Controlled Substances Act (1970) places all substances regulated under federal law into one of five schedules based on the substance's medical use, potential for abuse, and safety or dependence liability.

Federal Trafficking Penalties-Marijuana

(includes hashish and hashish oil)

Description	Quantity	1 st Offense	2 nd Offense
Marijuana	1,000 kg or more mixture or 1,000 or more plants	Not less than 10 years, not more than life. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$4 Million individual, \$10 million other than individual.	Not less than 20 years, not more than life. If death or serious injury, not more than life. Fine not more than \$8 million individual \$20 million other than individual.
	100 kg to 999 kg mixture or 100-999 plants	Not less than 5 years, not more than 40 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million individual, \$5 million other than individual.	Not less than 10 years, not more than life. If death or serious injury, not more than life. Fine not more than \$4 million individual \$10 million other than individual.
	50 to 99kg mixture 50-99 plants	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million individual, \$5	Not more than 30 years. If death or serious injury, not more than life. Fine \$2 million individual, \$10

		million other than individual.	million other than individual.
	Less than 50 kg mixture		
Hashish	10 kg or more	Not more than 5 years.	Not more than 10 Years.
Hashish Oil	1 kg or more	Fine not more than \$250,000; \$1 million other than individual.	Fine \$500,000 individual; \$2 million other than individual.

State and Municipal Laws

Offense	Minimum Punishment	Maximum Punishment
Manufacture or delivery of controlled substances (drugs)	Texas Department of Corrections (TDC) term of 2 to 10 years or local jail term up to 1 year, and up to \$10,000 fine.	TDC life term of 20 to 99 years and up to \$500,000 fine.
Possession of controlled substances (drugs)	Up to 180 days in jail and up to \$1000 fine.	TDC life term of 10 to 99 years and up to 100,000 fine.
Possession or delivery of Marijuana	Up to 180 days in jail and up to \$100 fine	TDC life term of 10 to 99 years and up to \$250,000 fine.
Driving while intoxicated (alcohol, drugs, or both)	72 hours to 2 years in jail and \$100 to \$2,000 fine.	30 days to 2 years in jail or TDC term of 60 days to 5 years and fine of \$500 to \$2,000.
Public Intoxication	Class C Misdemeanor	Up to \$500 fine
Purchase, consumption, or possession of alcohol by a minor.	A fine of up to \$500 for the first offense	Subsequent violation or offense, fine of \$250 up to \$2,000 and/or 180 days confinement.
Sale of alcohol to a minor	Fine of \$500 or jail term of up to 1 year or both.	Subsequent violation or offense, fine of \$500 to \$1,000; jail term up to 1 year; or both.

Student and Employee Drug/Alcohol Counseling and Treatment Students

The staff, faculty, and Campus Pastor are always available to help students who seek assistance. Students and staff may be referred to additional counseling by the Campus Pastor. Our partnering agency is Compassion Counseling. In addition, the office of Student Development provides related information during Welcome Weekend, student registration and other health awareness programs throughout the year.

Employees

Employees who seek assistance with alcohol and other drug problems may self-refer to their Personnel Manager. Employees may be required to participate in a substance abuse rehabilitation or treatment program. Referral to a rehabilitation or treatment program by the employee's supervisor may be a part of a disciplinary sanction.

Institutional Disciplinary Sanctions/College Sanctions (Students)

Consequences for violations of Messenger College Community Standards fall into two categories: status and sanctions. "Status" refers to the disciplinary classification assigned to the student, e.g., Probation or Suspension. (Note: status may be escalated in the case of repeat violations or multiple violations.) "Sanctions" refer to the various corrective and restorative measures that may be required by Student Life staff and/or Accountability Conferences, Panels and Boards. In most circumstances, students who have violated MC standards will be assigned both a status and one or more sanctions. The various options with regard to assignment of status and sanctions are available to Student Development staff and/or Accountability Conferences, Panels and Boards.

Conduct Status:

- Official Warning is usually given for a first offense of a violation of community standards where personal judgment is involved. An Official Warning is used typically by RAs and Residence Directors as a means to remind students of standards and/or as a teaching tool. These warnings are verbal; however, record of the warning will be made in the student's file, located in the student residence office.
- Probation 1 is a written warning stating that further violations of campus policy will result in a minimum of Probation 2 status. Probation 1 is assigned for the duration of four weeks, followed by eight weeks on a lower status. Students on Probation 1 status:
 - Will receive a \$100 fine that will be added to his/her student account (campus/community restitution will not be an option).
 - Will receive additional sanctions and/or restrictions, which may extend from four to sixteen weeks.
- Probation 2 is a written warning stating that further violation of campus policies and/or community standards may result in Suspension or Dismissal from the college. In addition, sanctions may be applied. Probation 2 is assigned for the duration of eight weeks, followed by eight weeks of a lower status, at the discretion of the Conduct Committee. Students on Probation 2 status:
 - Are subject to a housing review.
 - May not represent the college in any official capacity, including ministry teams and performance groups, nor may they hold any campus leadership position.
 - Will receive a \$250 fine that will be added to his/her student account (campus / community restitution will not be an option).
 - May be required to notify their parents in the presence of their residence director about being placed on Probation 2 status if they are classified as dependent students.
- Probation 3 is a written warning stating that further violation of any campus policies and/or community standards will result in Suspension or Dismissal from the college. This is usually written in conjunction with more serious disciplinary actions or as a result of a cluster of inappropriate behaviors. Probation 3 is for the duration of sixteen weeks, followed by sixteen weeks on a lesser status. Students on Probation 3 status:
 - Are subject to a housing review.
 - Are not allowed to represent the College in any official capacity, including ministry teams and performance groups, nor hold any campus leadership position.
 - Will receive a \$500 fine that will be added to his/her student account (campus/community restitution will not be an option).
 - Will be required to notify their parents in the presence of their residence director about being placed on Probation 3 status if they are classified as dependent students.
- Withdrawal: A student may be permitted to withdraw from the college without the privilege of return until a time specified by the Vice President for Student Development. Parents of dependent students will be notified by the Student Life office. If withdrawal occurs before the end of the term, academic work is forfeited. The standard institutional

policies, published in the Messenger College Catalog, will be applied for any applicable refund of tuition, fees and room and board.

- In a conduct situation in which a student chooses to withdraw from the College prior to his/her Accountability Board meeting, that student will not be readmitted to the College without submitting to a hearing upon return.
- When a student displays signs of mental disorder indicating the student may be a threat to harm himself/herself or others, the student's withdrawal from the college may be initiated by College administration.
- **Suspension:** Suspension refers to involuntary, complete separation of the student from the College for a specified length of time, which may include the current semester and/or the following semester(s) (Immediate/Delayed). Suspension is typically for the duration of one semester, which is sixteen weeks, followed by one semester of sixteen weeks of Probation 2 status upon approved re-admission. If Suspension occurs before the end of the term, academic work is forfeited. The standard institutional policies will be applied for the refund of tuition, fees and room and board. Students on Suspension status are not allowed to be on College property or in attendance at College-sponsored events until they are either officially readmitted as students or have received written permission from the Vice President for Student Development. Those violating this provision may be charged with trespassing.
- **Dismissal:** Dismissal means that the student is permanently separated from the college with an appropriate notation of the reasons for such termination being placed in the student's file. If Dismissal occurs before the end of the term, academic work is forfeited. The standard institutional policies will be applied for the refund of tuition, fees and room and board. Students on Dismissal status are not allowed to be on College property or in attendance at College-sponsored events. Those violating this provision may be charged with trespassing.

Conduct Sanctions:

- **Alcohol/Drug Assessment and Treatment Programs:** Consequences for the use of illegal drugs and/or alcohol may include mandatory participation (at the student's own expense) in programs for assessment, treatment and rehabilitation, at the discretion of the Student Life Accountability Board. Parents or legal guardians of underage students will be notified by or in the presence of a member of the Student Life staff when drinking and/or illegal substances have been used.
- **Community Service/Campus Restitution:** Although this consequence can be given by itself for some first offenses, it is given in combination with other consequences much of the time. The hours of service can be carried out with departments on campus, or may be served off-campus if the Accountability Board or Panel deems this appropriate.
- **Counseling:** A counseling assessment required as part of disciplinary sanctions may be obtained on or off-campus at the student's expense. A list of Christian professional counselors is kept by the Student Development Office.
- **Drug Screen:** Students violating college standards related to illegal substances may be subject to supervised, random drug tests at a medical facility over a given period of time. The student will be solely responsible for the costs of the drug screening.
- **Fines:** Appropriate fines may be determined by any of the college's accountability boards or panels or Student Life personnel. Fines must be paid by the appointed due date. If

payment is not paid in full by the appointed time, then an additional violation—"Failure to Comply with Sanctions"—will be added.

- **Housing Review:** A Housing Review is a formal evaluation of a student's room assignment or the student's status as an off-campus student. The student's Residence Director, in consultation with the Conduct Committee will conduct the Housing Review. As a result of a Housing Review, a student may be reassigned to a different room or floor or may be required to move back on campus. Students on Community Alert, Probationary Alert, Behavioral Probation or Provisional Continuance status may receive a housing review to encourage positive development.
- **Research and Writing Assignments:** To assist in the student's rehabilitation and restoration, the student may be required to read relevant books and/or conduct research into the literature related to the student's violation and/or the potential legal, spiritual and ethical consequences of the violation. These assignments may require written and/or oral reports.
- **Limitation of Privileges:** Limited curfew, restricted checkout, restricted to campus for a specific period of time and not participating in hall visitation are some examples of sanctions in this category.
- **Substance Abuse Assessment:** This is a professional assessment of the extent of, and underlying issues relating to, the student's use of alcohol, tobacco or illegal substances. The assessment is conducted by a Christian licensed professional counselor and is reported to the Student Development Office. The cost of the assessment is the responsibility of the student. The student must agree to comply with whatever treatment is recommended as a result of the assessment, including further counseling.
- **Mentoring:** A student may be required to participate in mentoring with a faculty or staff member. Typically there is an expectation of meeting hourly, at least once per week during the semester, with the student's progress being documented in a Mentoring Report completed by the faculty or staff mentors.

Employees

It is Messenger College's desire to provide a drug-free, healthful and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.

While on the premises of Messenger College, and while conducting business-related activities off the campus, no employee may use, possess, distribute, sell, or be under the influence of alcohol or engage in the unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs.

The legal use of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals in the workplace.

Under the Drug-Free Workplace Act, an employee who performs work for a government contract or grant must notify Messenger College of a criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction.

Employees with questions regarding this policy or issues related to drug or alcohol use in the workplace should raise their concerns with their supervisor or the Personnel Manager without fear of reprisal.

Violations of the Drug and Alcohol Use policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

Any employee with a chemical dependency problem who admits the problem to the supervisor or Personnel Manager will be afforded the opportunity for treatment and will be given consideration for reinstatement upon successful completion of a chemical dependency rehabilitation program.