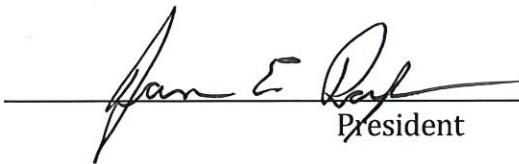




Drug-Free Schools and Communities Act

2025 Biennial Review



President

April 2025



Director of Student Development Compliance

April 2025

BIENNIAL REVIEW TEAM

Mike West (Chair)
Director of Student
Development Compliance

Dalarrie Sage
Residence Director

Lynnea Martinez
Campus Pastor

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 because 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.

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 the 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,

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** 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

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

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

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,

Mike West, Director of Student Development Compliance

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.

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.]

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,	Longer, more intense "trip" episodes, psychosis,	Anxiety, Insomnia, tremors, delirium,	1-16 Hours	Oral

		100 gm or more pure of 1 kg or more mixture		
	Heroin	100-999 gm mixture		
		1 kg or more mixture		
	Cocaine	500-4999 gm mixture	Not less than 5 years. Not more than 40 years	Not less than 10 years. Not more than that 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		
		10 gm or more mixture		
	Fentanyl	40-399 gm mixture		
		400 gm or more mixture		
	Fentanyl Analogue	10-99 gm mixture		
		100 gm or more mixture		
	Others (law does not include marijuana, hashish or hashish oil)	Any	Not more than 20 years. If death or serious injury, not less than 20 years not more than life. Fine \$1 million individual, \$5 million not individual.	Not more than 30 years. If death or serious injury, life. Fine \$2 million 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.

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 Life staff and/or Accountability Conferences, Panels and Boards.

- 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 President's Cabinet. Those violating this provision may be charged with trespassing.
- Dismissal: Dismissal means that the student is permanently separated from the College with the appropriate notation of the reason 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.

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.