



MESSENGER

C O L L E G E

DRUG AND ALCOHOL ABUSE 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.

Messenger College presents the following information for your knowledge and to promote 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.

Please note that charges may also be based on pictures posted on social media.

Students

Definition: Students: These are individuals who are either currently enrolled or have not withdrawn from the institution.

Illegal Substance (Possession or Use) or Abuse of Legal Drugs:

All students while students at MC and regardless of location, are 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 also prohibited. "Possession" includes illegal substances found on one's person or in their residence or vehicle. Additionally, possession of drug paraphernalia is prohibited. Sanction: [*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):

All students while students at MC and regardless of location, are expected to refrain from the possession or use of alcoholic beverages. Providing, purchasing, attempting to purchase, or facilitating the purchase of alcoholic beverages is also prohibited. "Use" includes any type of consumption. "Possession" includes alcoholic beverages on one's person or in one's residence or vehicle.

Furthermore, Texas law and 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 using various means and methods, including but not limited to the use of active and passive alcohol sensors.

Alcohol Sanctions : [Probation 2 (minimum), plus possible sanctions.] [Probationary Alert (minimum), Since underage drinking is illegal, the parents or legal guardians of underage drinkers will be notified by an appropriate MC official, 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. Student use of smoking or tobacco products including but not limited to e-cigarettes, vapors, and hookahs are prohibited on all campuses of Messenger College. Sanction: [Probation 1 (minimum), 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): All students while students of MC are, regardless of location, expected to refrain from the possession or use of any tobacco products. Purchasing, attempting to purchase, or facilitating the purchase of tobacco products is also prohibited. "Possession" includes tobacco products found on one's person or in one's residence, or vehicle. Sanction: [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): While a student at MC, attendance at a location or business where alcohol is the primary source of income or alcohol is the focus for advertising is prohibited. Another indicator that a business may be a bar/lounge/club is the requirement of an ID for admission. Sanction: [Probation 1 (minimum), plus a \$50 fine and possible other sanctions]

Health Risks Associated with Substance Abuse

Alcohol

Alcohol is a depressant. Alcohol consumption causes marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, and doing so under the influence increases the likelihood that the driver will be involved in an accident. Moderate to high doses of alcohol causes impairment of higher rational functions and severely alters a person's ability to learn and remember information. Very high doses can cause respiratory distress and death. These effects are dramatically amplified when combined with other depressants and much lower doses of alcohol are required to produce such effects.

Repeated use of alcohol can lead to dependence. Once alcohol dependence develops, the sudden cessation of alcohol use is likely to produce withdrawal symptoms, including but not limited to

severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of alcohol 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. Alcohol 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	Fatigue, intense sleepiness, increased appetite, twitches and other body movement, slow reaction and movement, aches and pains, agitation, irritability, nightmares, and depression	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,	3-6 Hours	Oral

	Methaqualone	relaxation, sleepiness and sometimes a feeling of euphoria (happiness, calmness). a drop in blood pressure and slows the pulse rate	Respiratory depression, slurred speech, headaches, light sensitivity, delirium, convulsion, insomnia, irregular heartbeat, nausea, sweating, tremors	possible death Restlessness, irritability, nausea, vomiting, weakness, headache, insomnia, tremors, mental confusion, seizures	5-8 hours	Oral
Hallucinogen	LSD (acid, microdot)	Illusions, Hallucinations, poor perception of time and distance.	Sweating, nausea, dilated pupils, rapid heartbeat, dry mouth, tremors, insomnia, blurred vision, raised temperature, weakness, time distortion, hallucinations, anxiety, paranoia, violent actions, suicide, mood swings and self-harm	Withdrawal syndrome not reported.	8-12 Hours	Smoked Oral, Injected
	Phencyclidine (PCP, angel dust)	increased heart rate and blood pressure, shallow breathing, numbness, flushing, sweating, loss of coordination, dizziness, and vomiting. Psychological effects may involve anxiety, paranoia, hallucinations, delusions, psychosis, mood swings,	seizures, coma, and death.	anxiety, agitation, increased body temperature, twitching, hallucinations, and seizures	6-24 hours	Oral, snort, smoked

	Amphetamine variants, designer drugs (MDA, MDM, ICC, Crank, Ecstasy)	aggression, and violent behavior. reduced inhibitions and promotes feeling of euphoria (great happiness, excitement, "high"), feelings of closeness, empathy, and sexuality. Ecstasy can also produce psychedelic effects, similar to the hallucinogens mescaline and LSD.	Abnormal heart rate and rhythm, temperature regulation issues, hyperthermia, high fever, tremors, seizures, irregular heartbeat, loss of consciousness	Fatigue, loss of appetite, depressed feelings, concentration issues	3-6 hours	Oral, snorted, smoked
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	varies	Oral, Injected, smoke
	Meperidine	Drowsiness, relaxed and calm feeling	Bluish coloring-nails, mouth, skin, lips, palms, change in consciousness, decreased awareness and responsiveness, loss of consciousness	sweating, muscle aches, nausea, and vomiting	2-4 hours	Oral, injected
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	1st Offense	2nd Offense
I & II	Methamphetamine	5-49 grams pure.	Not less than 5 years and not more than 40 years. Fine of not more than \$5 million if an individual, \$25 million if not an individual	Not less than 10 years, and not more than life. Fine of not more than \$8 million if individual, \$50 million if not an individual
		50grams or more pure	Not less than 10 years, and not more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.	Not less than 20 years, and not more than life. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
		50-499 grams mixture	Not less than 5 years, and not more than 40 years. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	Not less than 10 years, and not more than life. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
		500 grams or more mixture	Not less than 10 years, and not more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual	Not less than 20 years, and not more than life. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
	Heroin	100-999 gm mixture	Not less than 5 years and not more than 40 years. Fine of not more than \$5 million if an individual, \$25 million if not an individual	Not less than 10 years, and not more than life. Fine of not more than \$8 million if individual, \$50 million if not an individual

		1 kg or more mixture	Not less than 10 years, and not more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual	Not less than 20 years, and not more than life. Fine of not more than \$20 million if an individual, \$75 million if not an individual
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	Not less than 5 years and not more than 40 years. Fine of not more than \$5 million if an individual, \$25 million if not an individual	Not less than 10 years, and not more than life. Fine of not more than \$8 million if individual, \$50 million if not an individual
		10 gm or more mixture	Not less than 10 years, and not more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual	Not less than 20 years, and not more than life. Fine of not more than \$20 million if an individual, \$75 million if not an individual
Fentanyl		40-399 gm mixture	Not less than 5 years and not more than 40 years. Fine of not more than \$5 million if an individual, \$25	Not less than 10 years, and not more than life. Fine of not more than \$8 million if individual, \$50

			million if not an individual	million if not an individual
		400 gm or more mixture	Not less than 10 years, and not more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual	Not less than 20 years, and not more than life. Fine of not more than \$20 million if an individual, \$75 million if not an individual
	Fentanyl Analogue	10-99 gm mixture	Not less than 5 years and not more than 40 years. Fine of not more than \$5 million if an individual, \$25 million if not an individual	Not less than 10 years, and not more than life. Fine of not more than \$8 million if individual, \$50 million if not an individual
		100 gm or more mixture	Not less than 10 years, and not more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual	Not less than 20 years, and not more than life. Fine of not more than \$20 million if an individual, \$75 million if not an individual
	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.
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,	Not more than 2 years. Fine not more than \$200,000

			\$250,000 not individual.	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 million other than individual.	Not more than 30 years. If death or serious injury, not more than life. Fine \$2 million individual, \$10 million other than individual.
	Less than 50 kg mixture	Not less than 5 years. Fine not more than \$250,000, \$1 million if other than individual	Not less than 10 years. Fine \$500,000 if an individual, \$2 million if other than individual
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 should contact their personnel manager for support and to develop a plan of action. Employees who do so may be required to participate in a substance abuse rehabilitation or treatment program. Additionally, referral to a rehabilitation or treatment program by the employee's supervisor could be a part of a disciplinary sanction/performance improvement plan.

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 the College.

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 usually issued by Resident Assistants and/or Residence Directors as a means to remind students of standards and/or as a teaching tool. These warnings are verbal; however, a record of the warning will be made in the student's file, located in the student development office.

- Probation 1 is a written warning noting that further violations of campus policy will result in a minimum of Probation 2 status. The duration of Probation 1 is four (4) weeks, followed by at least eight (8) 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 noting that further violation of campus policies and/or community standards will result in Probation 3 status and may result in Suspension or Dismissal from the college. In addition, sanctions may be applied. The duration of Probation 2 is eight (8) weeks, followed by at least eight (8) weeks of a lower status, at the discretion of the College. 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 noting 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. The duration Probation 3 is sixteen (16) weeks, followed by at least sixteen (16) 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 on disciplinary status may be permitted to withdraw from the college without the privilege of return until a time specified by the President's Cabinet. Parents of dependent students will be notified by the College in the case of such a withdrawal. If withdrawal occurs before the end of the term, all academic work will be forfeited according to the MC withdraw policy. 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 the completion of the disciplinary process or in lieu of discipline, upon readmission the student will be accepted on the disciplinary status assigned prior to/after their withdraw..
 - When a student displays signs of a potential or known mental disorder indicating the student may be a threat to harm himself/herself or others or displays

psychological symptoms and/or problems that causes safety concerns, the student's withdrawal from the college may be initiated by the College.

- **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 on Probation 2 status once the student is approved for re-admission. If suspension occurs before the end of the term, all academic work in the term is forfeited according to the MC withdraw policy. 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 to attend College-sponsored events unless they are either officially readmitted as students or have 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. Appropriate documentation outlining the dismissal will be placed in the student's file. If dismissal occurs before the end of the term, all academic work is forfeited according to the MC withdraw policy. The standard institutional policies will be applied for the refund of tuition, fees and room and board. Dismissed students are not allowed to be on College property or to attend College-sponsored events. Those violating this provision may be charged with trespassing.

Conduct Sanctions:

- **Alcohol/Drug Assessment and Treatment Programs:** At the discretion of the College, consequences for the use of illegal drugs and/or alcohol may include mandatory participation (at the student's own expense) in assessment, treatment, and rehabilitation programs. Parents or legal guardians of underage students will be notified by the College when students are involved in alcohol or drug violations.
- **Community Service/Campus Restitution:** Although this can be the sole consequence for some first offenses, it is generally combined with other consequences. Service and restitution hours of service can be completed on campus or may be served off-campus if the College approves the off-campus assignment.
- **Counseling:** Students may be required to secure a counseling assessment from a Christian licensed professional counselor required as part of disciplinary sanctions. Such counseling will be at the student's expense. Students can contact the college for a list of Christian professional counselors if they do not have or cannot find an acceptable counselor.
- **Drug Screen:** Students violating this policy or other College policies related to alcohol, drugs, and tobacco use may be subject to appropriate, supervised, random testing. Such testing will be at the student's expense and must be conducted at a qualified medical/lab facility.
- **Fines:** Appropriate fines will be set by the College for violations of this policy. Fines must be paid by the due date. If the fine amount is not fully paid by the due date, a "Failure to Comply with Sanctions" violation and additional sanctions will be added by the College.

- **Housing Review:** A Housing Review is a formal review of a student's housing status. Students who violate this policy are subject to a housing review by the College. Such a review could include a housing modification, loss of housing privileges, or loss of off campus housing privileges. Revocation of housing privileges can affect a student's overall status with the College.
- **Research and Writing Assignments:** Students who violate any policy may be required to read relevant books and/or conduct relevant research related to the student's violation. Such reading and/or research should cover, but is not limited to the potential legal, spiritual, and ethical consequences of the violation. Additionally, these assignments may require written and/or oral reports explaining or summarizing the reading and research.
- **Limitation of Privileges:** Students who violate any policy may be subject to curfew and checkout restrictions. Additionally, students may be restricted to campus for a specified period and are subject to visitation restrictions.
- **Substance Abuse Assessment:** Students who violate this policy may be required to secure a professional assessment concerning their use of alcohol, drugs, or tobacco. The assessment should outline the extent of, and the underlying issues related to the student's use of alcohol, tobacco, or illegal substances. The assessment will be conducted by a Christian licensed professional counselor and the assessment findings must be reported to the College. The student is responsible for the cost of such an assessment, and the student must comply with and complete the counselor's recommended course of treatment.
- **Mentoring:** A student who violates any policy may be subject to required mentoring with a MC faculty or staff member. External mentors must be approved by the President's Cabinet. Generally, students assigned this sanction must meet with their assigned mentor at least once per week for one hour throughout the semester. All mentors will document the student's progress in a Mentoring Report.

Employees

Messenger College desires to provide a drug-free, healthy, and safe workplace. To promote this goal, employees are required to report to work in mental and physical conditions that allows them to perform their jobs in a satisfactory manner.

While on the Messenger College property and while conducting all MC business-related activities, 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.

Employee use of legally prescribed drugs is permitted in the Messenger College workplace and while conducting all MC business-related activities only if it does not impair an employee's ability to effectively perform the essential functions of his/her job and only if such use can be done 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.

Employees who violate this policy are subject to disciplinary action outlined in the employee and faculty handbook and could face written reprimand, being placed on a performance improvement plan, being placed on leave, suspension, or termination.

Employee violations of this 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, and 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. Campus Ministries seeks to assist students in becoming involved in ministry and provide. Through the Campus Ministries program, students put knowledge into 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 Program** 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