

ALCOHOL AND OTHER DRUGS POLICY

Columbia Theological Seminary is committed to the health and well-being of the members of our community. In the spirit of this commitment and in compliance with the United States Department of Education's Drug Prevention Program, this policy statement regarding controlled substances is being issued. This policy pertains to all employees (including work-study students) as well as all students taking courses at the seminary for credit.

The unlawful possession, use or distribution of illicit drugs or alcohol by employees or students on seminary property or as part of the seminary activities is strictly prohibited. Participation in such activities may subject employees or students to criminal prosecution under Federal, Georgia, or local laws, which provide for substantial terms of imprisonment and fines. Terms of up to life imprisonment as well as fines more than \$1,000,000 may result from violating such statutes. Whereas alcohol is a legal substance, this policy applies to the unlawful manufacture, distribution, dispensing, possession, or use of alcohol – i.e., unlawful activities involving alcohol, including by or with underage students.

Any employee who violates the above prohibition or who illegally uses controlled substances before reporting for work will be subject to corrective disciplinary action and penalties up to and including immediate discharge from employment at Columbia Theological Seminary. As a condition of employment at the seminary, each employee will: a) abide by the terms of this statement; and b) notify his/her supervisor and the Vice President for Business and Finance of any criminal drug statute conviction for a violation occurring in the workplace, no later than five days after such conviction.

Any student who violates the above prohibition will be subject to corrective disciplinary action and penalties up to and including expulsion from the seminary. Such discipline and penalties will be administered by the judicial commission of the faculty.

For more information about the health risks associated with particular types of drugs and alcohol, please visit the National Institute on Drug Abuse's page, [Commonly Abused Drugs Charts](#).

Resources

- Office of Student Affairs – 404-687-4523
- Human Resources (for Employee Assistance Program information) – 404-687-4654
- Alcohol and Drug Abuse Referral Hotline - 800-454-8966
- [Narcotics Anonymous](#) - 800-945-4673
- [Alcoholics Anonymous](#)