

## SUBSTANCE USE

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**Effective Date:** October 17, 2018

**Responsibility:** VP Student Services

**Amends Policy dated:** March 4, 2009

**Policy Number:**

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**Scope:** Students

### **Substance Use**

Seventh-day Adventists have a history of integrating principles of holistic health into daily living. This tradition includes abstaining from substances such as alcohol, tobacco and other drugs that could interfere with social, emotional, physical and spiritual health. Burman University (Burman) wishes to continue the Adventist history of promoting a holistic lifestyle among its students. The mission of Burman is to educate students to think with discernment, to believe with insight and commitment and to act with confidence, compassion and competence. As such Burman has developed a Substance Use Policy that has three primary goals:

1. Identification and early intervention of substance use among students.
2. Fair and equitable disciplinary action of substance use violations.
3. The development of a supportive and remedial environment that will enhance the spiritual and academic goals of the students attending Burman.

Burman believes that the problem of substance use prevents it from satisfactorily carrying out its mission with students. It is Burman's desire to help students who are faced with problems of substance use and provide a safe, drug free environment for all students at Burman. Students are required to comply with this policy as a condition of enrolment at Burman. Failure to comply will result in disciplinary action, up to and including permanent dismissal.

1. **Student Assistance:** Burman offers confidential counseling and support resources through the Student Success Centre. Students who suffer from substance use and other personal/ emotional and physical problems are encouraged to seek out the Student Success Centre for assistance. However, it is the responsibility of each student to seek assistance before performance and personal problems lead to disciplinary action.

Two organizations on campus help educate students to make healthy choices regarding addictions: Individuals Making Positive Accountable Choices Together (IMPACT) and Collegiate Adventist for Better Living (CABL).

2. **Prohibited Conduct:** No person may possess, use, produce, sell or distribute alcohol or other mind-altering substances, or possess paraphernalia for the purpose of drug use. The terms “alcohol, drugs and other substances” shall be construed to refer to alcohol and alcohol-containing beverages; all forms of tobacco; inhalable substances (such as gases, solvents, butane, propane, adhesives); marijuana or its derivatives; cocaine/crack; LSD or other hallucinogenic drugs; PCP; amphetamines and amphetamine-like compounds; heroin; methadone; scheduled narcotics; steroids; herbal/”natural” stimulants, herbal/”natural” euphoriant; look-alike products; and any substances commonly referred to as “designer drugs.” This would include inappropriate and/or illegal use of prescription and over-the-counter preparations.

The use of alcohol, tobacco, cannabis or illegal drugs on or off university premises may be grounds for school discipline, which could include dismissal. Burman cannot protect the student from the natural consequences of breaking the law and students who are arrested and convicted for drug or alcohol related offenses will be considered in violation of this policy. It is expected that all enrolled students will uphold the principles of the university while on or off campus.

3. **Intervention Procedures:**
- a. **Under Legal Age:** If a student under the age of 18 is found in possession of mind-altering chemicals as defined in the previous section, the administration will, within legal guidelines, contact the parents and the local police (if it involves an illegal or controlled substance).
  - b. **Searches:** When there is reason to believe that a specific student or group of students may be in possession of illegal drugs or alcohol, they may be required to submit to searches of their rooms, clothing, lockers, desks, lunch boxes, brief cases, cars or other personal property.
  - c. **Reasonable Suspicion Testing:** Where a faculty/staff member has either “cause to believe” or a “reason to suspect” a student’s use of alcohol or drugs or the student’s performance is impaired or a student is unfit for class, the university may require the student to submit to a drug and/or alcohol test. The faculty/staff or designated university official who may make a reasonable suspicion determination shall have been trained in recognizing signs and symptoms of impairment and in effective methods of intervention.
  - d. **Positive Test Results:**
    - i. **Drugs Tests -** Students with a confirmed positive drug test will be suspended and referred to the Director of Counseling and Career Development for assessment. From that assessment, the Director of

Counseling will provide a recommendation of appropriate support to the Vice President of Student Services.

- ii. Alcohol Tests - Results of blood alcohol concentration (BAC) of 0.05 or greater are considered a positive test.
- iii. Tobacco Infractions - Any students who fail to adhere to the campus wide no smoking policy will be in violation of this policy.

e. Refusal to Test: The following constitutes a refusal to test:

- i. Refusal to submit to an alcohol or drug test
- ii. Attempts to tamper with an alcohol or drug test

A refusal to test is considered a positive test and the procedures for dealing with a positive test will be followed.

f. Trafficking: The trafficking of illegal or controlled substances is a criminal offence. Therefore, anyone found guilty of this act will be asked to withdraw as a student at Burman U and cannot be protected by the university from the natural consequences of the law.

g. Voluntary Admission of Substance Use: Students who recognize a need and desire to develop a drug-free lifestyle may wish to voluntarily seek assistance from the Director of Counseling and Career Development. No disciplinary action will be taken if the student initiates (without prior knowledge by university representatives) a voluntary effort to seek assistance and is faithful in following the plan established for personal growth. This initiated effort will remain strictly confidential between the Director of Counseling and Career Development and the student.

4. **University Sanctions:** Disciplinary sanctions and procedures for failure to comply with the terms of this policy will be implemented as follows:

**Step 1** Test results: The student will be informed of the violation of the policies set forth in this document by the Vice President of Student Services or his/her designate.

**Step 2** Suspension: The student will immediately be suspended from classes until he/she has satisfactorily completed all readmission requirements.

**Step 3** Evaluation: Prior to being considered for readmission the student will undergo a risk assessment to determine his/her level of involvement with mood altering substances. The assessment will be conducted by the Director of Counseling and Career Development or a professional counselor appointed by the university.

**Step 4** Readmission: The student will be readmitted to the university on the basis of what the assessment determines and will sign a written commitment to participate in the assigned follow-up as detailed in Step 5.

- a. If the student's substance use is determined to not be addictive behavior, an appropriate plan of success will be established.
- b. If the student's substance use is determined to be more than experimental, then a plan to deal with the addiction will be established as well as appropriate measures to ensure a drug-free lifestyle which may include (but not limited to) random drug testing.
- c. If the student's substance use is determined to be more than experimental and beyond the ability of the university to manage, then dismissal will be recommended to the VP of Student Services.

**Step 5** Established Commitment

- a. A contract that all parties agree will be established.

**Step 6** Follow-up: In order to assist students and help them permanently discontinue alcohol or drug use the student must abide by the recommendations set out in Step 4 and agreed to in step 5. This contract will be the responsibility of the student to uphold under the direction and support of the Director of Counseling and Career Development. If there is non-compliance of the student to follow the recommendations set out in Step 4, then dismissal from the university is possible.

5. **Collection Procedures:** Any drug / alcohol testing conducted under this policy shall be performed at a collection site designated by Burman U for the purposes of administering this policy. Dynacare Kasper Medical Laboratories in Red Deer, AB, is the laboratory of choice. Burman will not accept test results from any facility other than the one designated by Burman. Collection procedures shall conform to healthcare standards.
6. **Confidentiality:** All drug screen and alcohol results will remain strictly confidential and may be reported only to the designated university official. All test results shall be maintained in a confidential and secure location with controlled access.
7. **Costs:** Burman will exercise reasonable care and precaution to protect the confidentiality of student drug / alcohol screening results and conduct any investigation, search or test in a manner which respects the dignity and privacy of the individual.

Burman shall pay for all costs associated with this program except reasonable suspicion positive tests, follow-up testing and retest of any sample.

8. **Student Responsibilities:** Understanding, accepting and complying with the "Substance Use" Policy is a condition of enrollment at Burman.