

of community service and the loss or denial of a driver's license for 30 days for a first conviction.

- A conviction for selling or giving alcohol to minors may subject an individual to a fine of up to \$4,000, confinement in jail for up to one year, or both.
- An arrest for public intoxication can result in being booked-in at the city detention center and a fine of up to \$500.
- A conviction for driving while intoxicated may subject an individual to a fine of up to \$2,000 and confinement in jail from three to 180 days. Fines and jail terms escalate with subsequent convictions.

Controlled Substances (Drugs)

Texas has particularly strict drug laws. Sanctions upon conviction for possession, distribution, or manufacture of controlled substances range from hefty fines to probation to imprisonment to mandatory drug addiction treatment to a six-month suspension of a driver's license. These are generally contingent on the circumstances and amounts of drugs in possession, sale, distribution, or manufacture.

SERVICES AVAILABLE

Counseling resources for drug and substance abuse is available through the seminary's Counseling Services. An employee or student who voluntarily seeks assistance to correct a drug or alcohol abuse problem will not be subject to disciplinary action as a consequence of such abuse. Even though voluntary assistance has been sought, the employee or student becomes subject to disciplinary action if the abuse continues. Besides individual counseling for drug and/or substance abuse, the Counseling

Services office, in cooperation with the Student Life office, will schedule forums as needed to address issues in this area which they believe are pertinent to seminary students, faculty, and staff.

For the purpose of complying with the U.S. Department of Education's Drug Free Schools and Communities Act, each Seminary employee and student is required to be familiar with the contents of this pamphlet.



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Drug & Alcohol Health Risks & Sanctions



STANDARDS OF CONDUCT

The DTS Community Covenant specifically addresses drugs and alcohol in the following statements which all students and staff commit to follow:

- We commit ourselves to maintain a non-prescriptive drug-free, alcohol-free, and tobacco-free environment with respect to all seminary facilities, events, and activities, knowing that any exception for the liturgical or medicinal use of alcohol on campus is to be approved by the administration.
- We commit ourselves to carefully exercise Christian freedom with regard to the use of alcohol, guarding against the misuse of any substances that might abuse our bodies, foster addictions, or cause others to stumble and to the standards of conduct set forth in the DTS Alcohol Policy.

HEALTH RISKS OF ALCOHOL AND DRUGS

Alcohol and drug consumption causes changes in behavior, ranging from impaired judgment and coordination to inhibiting a person's ability to learn and use higher mental functions. Repeated use can lead to dependence, and long-term use will cause permanent damage to the brain, liver, and other vital organs.

ALCOHOL

- Acts as a depressant, affects mood, dulls the senses, and impairs coordination, reflexes, memory and judgment.
- More serious effects may be damage to the liver, kidney, pancreas, and brain.
- Alcohol is the leading cause of death among individuals 15–24 years of age.
- On average, heavy drinkers shorten their life spans by approximately 10 years.
- Early warning signs of a problem with alcohol include lying about drinking, drinking until

inebriated, memory blanks, difficulty getting along with others when drinking, drinking because depressed, hiding liquor, and forgetting to eat while drinking.

MARIJUANA

- Prolonged use and increased tolerance can lead to severe psychological dependence.
- An immediate increase in heart and pulse rate may cause an acute panic anxiety reaction.
- Impairment of memory, altered sense of time and inability to concentrate. May cause apathy or loss of motivation.

COCAINE

- Increase in heart rate, breathing rate, and body temperature.
- Chronic runny nose and membrane infections.
- Overdose may result in seizures, heart stops, coma, or death.
- Psychological and behavioral changes such as hallucinations, psychotic behavior, social isolation, and memory loss.

OPIATES

- Highly susceptible to physical dependence.
- May cause infections of the skin, liver, heart, and lungs.
- Use is characterized by impaired judgment, slurred speech, and drowsiness.
- Overdose is manifested by coma, shock, and depressed respiration, with the possibility of death from respiratory arrest.

TOBACCO

- Shortness of breath, nagging cough, and heart difficulties.
- Long-term effects may be emphysema, bronchitis, heart disease, and cancer.

DTS SANCTIONS

As required by federal regulations (Drug Free School and Community Act Amendments of 1989), Dallas Theological Seminary maintains the following policies regarding a drug-free workplace:

- The unlawful possession, use, or distribution of a controlled substance is prohibited on seminary property or as part of any seminary activity.
- Employees or students found to be in violation of a drug-free environment will be subject to appropriate action, including but not limited to suspension, termination, or dismissal.
- Any employee or student who becomes aware of a violation of this policy should report it immediately to the dean of students, academic dean, or to the Human Resources Office so that the matter can be investigated.

Implementation of a drug-free environment is for the protection of the employees and students of the seminary. Information regarding federal, state, or local health, law enforcement, or drug rehabilitation programs is available from the Human Resources Office.

LEGAL SANCTIONS

The seminary will cooperate to the fullest extent with the enforcement of local, state, and federal laws regarding those who unlawfully possess, use, or distribute illicit drugs and alcohol on campus. Seminary-imposed sanctions are additional to any legal actions taken by federal, state, or local authorities.

ALCOHOL

- Minors convicted for possession or consumption of alcoholic beverages may be subject to a fine of up to \$500 for a first conviction, an alcohol awareness class, eight to forty hours