

Drug Free Schools and Communities

GORDON-CONWELL THEOLOGICAL SEMINARY – CHARLOTTE CAMPUS

Policy on Drug and Alcohol Abuse

Gordon-Conwell Theological Seminary, Charlotte campus is in compliance with the Drug-Free School and Campuses Act Amendment of 1989 (Drug-Free Schools and Campuses [DFSC] Regulations, also known as "Part 86," is taken from the Federal Register [Vol. 55, No. 159, Thursday, August 16, 1990, pp. 33580-33601]) relating to the illegal use of alcohol and drugs.

Following is a policy statement regarding this act.

Gordon-Conwell Theological Seminary seeks to provide a safe setting and to protect the public health for all members of the seminary community by securing a drug-free environment in compliance with the Drug-Free Schools and Campus Regulations of 1989 (Federal Law). The law declares that students and employees have the right to study and work in a setting free from the effects of drug or alcohol abuse. In keeping with the principles outlined in our Community Life Statement and our Christian tradition as a theological seminary which prepares men and women for Christian ministry, the following policies dealing with the illegal and abusive use of alcohol or drugs are adopted in compliance with the law.

Seminary policy prohibits the following:

- 1.** The use, possession, production, distribution or sale of illegal drugs, controlled substances, or drug paraphernalia on seminary premises, in Seminary-supplied vehicles, or at any official function or seminary activity.
- 2.** The use, possession, manufacture, distribution or sale of alcoholic beverages on seminary premises, in seminary-supplied vehicles, or at any official function or seminary activity.*
- 3.** Being under the influence of an

unauthorized controlled substance, illegal drug or alcohol on seminary premises, in seminary-supplied vehicles, or at any official function or seminary activity.

- 4.** The use of alcoholic beverages or drugs that adversely affects a student's academic performance, preparation for ministry, or practice of ministry, or that adversely affects an employee's work performance, or that is a threat to individual safety on the part of students or employees, or that adversely affects the seminary's reputation in the public arena on the part of students or employees.

The following procedures will be observed in cases of suspected abuse or violation of the above policies:

1 Students

Referral for investigation of possible abuse will be made to the Charlotte Dean or the Registrar. Referral may come from a number of sources, such as fellow-students, faculty or staff members, spouses, area clergy, Campus Safety officers, etc. Procedure for Disciplinary Action will be observed (This may be found in the Student Handbook).

2 Faculty

The process-involving faculty shall follow the Faculty Handbook.

3 Staff

The process for staff and administration is contained in a separate statement and is available in the Human Resources Office as part of the Staff Handbook.

Summary of Legal Sanctions Covering Alcohol and Drug Abuse

Local, state, and federal laws make illegal use of drugs and alcohol serious crimes. Convictions can lead to imprisonment, fines and assigned community service. Courts do

not reduce prison sentences in order for convicted persons to attend school or continue their jobs. A felony conviction for such an offense can prevent you from entering many fields of employment or professions.

Cities and towns in North Carolina prohibit public consumption of alcohol on or around public and private educational institution property, and impose fines for violation. If you become disruptive in public (violent, insulting, using profanity, urinating) as a result of being drunk, you can be fined up to \$50 dollars and spend up to a month in jail.

North Carolina law prohibits sale or delivery of alcoholic beverages to persons under the age of 21. If you help an underage person buy alcohol, or buy it for them, you face a fine, court costs, possible imprisonment, and lose your Driver's License for a year. If you're over 21 and do this, you can be fined up to \$2,000 and be jailed for up to two years. If you use a fake or borrowed ID to buy alcohol, or lend your ID to someone, you risk having your own driver's license suspended.

The state of North Carolina has criminal penalties for use of controlled substances, or drugs, with penalties varying with the type of drug. In general, narcotic, addictive, and drugs with a high potential for abuse have heavier penalties. Possession of illegal drugs can send you to jail for up to five years or cost you fines of up to \$2000. Selling illegal drugs to others carries a jail term of up to ten years.

Under state and federal laws, penalties for possession, manufacture and distribution are much greater for second and subsequent convictions. Many laws dictate mandatory prison terms and the full minimum term must be served.

Persons convicted of drug possession under state or federal law are ineligible for federal student grants and loans for up to one year after the first conviction, five years after the second; the penalty for distributing drugs is loss of benefits for five years after the first, 10 years after the second, permanently after the

third conviction.

Under federal law, distribution of drugs to persons under age 21 is punishable by twice the normal penalty with a mandatory one year in prison; a third conviction is punishable by mandatory life imprisonment. These penalties apply to distribution of drugs in or within 1,000 feet of a college (seminary) or school. Federal law sets greatly heightened prison sentences for manufacture and distribution of drugs, if death or serious injury from use of the substance.

Health Risks and the Effects of alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses can significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairment in higher mental 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 large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Local Alcohol and Drug Resources

1. Rebound

Address: 907 West 1st St.

Charlotte, NC 28202

Phone: 704-376-1520

Website: <http://charlotterescuemission.org/>

2. Dove's Nest for Women and Families

(Scroll midway down website and choose Women's Recovery)

Address: 2855 West Blvd.

Charlotte, NC 28208

Phone: 704-332-3699

Website: <http://charlotterescuemission.org/>

3. Alcoholics Anonymous

Address: 1427 South Blvd., Suite 106

Charlotte, NC 28203

Phone: 704-332-4387

Website: <http://www.charlotteaa.org/>

Biennial review of the program

The Drug-Free Schools and Campuses Regulations require that every two years (on even numbered years) the Seminary conduct an audit of the effectiveness of their Drug-Free Schools and Campuses program.

To determine the effectiveness of the above stated Drug-Free Schools and Campuses Program, Gordon-Conwell Theological Seminary has established a Drug-Free Schools and Campuses Review Team. This team meets bi-annually during the summer months, along with the Charlotte Dean, to conduct a review of current programs, practices, policies, any new or changing laws related to this act, and to suggest modifications, if needed, to the current program.

Members of this team are:

- Director of Operations, Charlotte Campus
- Dean of Students, Charlotte Campus

Members of the Campus Review Team met on September 2, 2025 to review the policy and discuss any violations of the policy since the inception of the Drug Free Schools and Communities policy. As of September 2, 2025, there have been no reported violations of the policy by students, staff or faculty members.

A record of the current plan, related programs, and statistics related to any incidents, and compliance with this policy, plus the biennial findings of this audit team is kept on file in the Charlotte Dean's office. All records of disciplinary actions and/or counseling sessions related to drug and alcohol abuse are kept in the confidential files of the Registrar's office or the Human Resource office as appropriate.

Distribution of Drug-Free Schools and Campuses Regulations information

The following program is in place to ensure the required distribution of the policy to every faculty, staff, and student each year.

- By providing a link to the official Web site of the Higher Education Center for Alcohol and other Drug Prevention. This link is: <http://hecaod.osu.edu/>
- Each year, prior to October 1st, the Charlotte Dean's office sends out an email to all faculty, staff, and students, reminding them of the Seminary's position on Safe and Drug-Free Schools and Campuses. Since all faculty, staff, and students have access to email, this meets the minimum requirement of informing annually all faculty, staff, and students about the Drug-Free Schools and Campuses Policy.

Hard copies of Gordon-Conwell Theological Seminary's Drug-Free Schools and Campuses Regulations Policy are available from the Charlotte Dean's office, upon request.

Enforcement

The enforcement of the Drug-Free Schools and Campuses Regulations on the Charlotte campus, as put forth in the program and in the Seminary policies, rest primarily with Human Resources, and the Charlotte Dean's office. However, the Seminary assumes that each faculty, staff, and student who voluntarily becomes part of the Gordon-Conwell Theological Seminary community agrees to abide by its Standards of Conduct and Community Life Statement.

*excluding the use of sacramental wine in communion services