



Drug and Alcohol Abuse Prevention Program Disclosure (2023)

For the Students, Faculty, and Staff of George Fox University

Dear Members of the George Fox University Community,

As a Christ-centered institution, George Fox is committed to fostering a safe and wholesome environment for the well-being of our students, faculty, and staff. Recognizing that our community may require education and support due to the challenges posed by chemical dependency or the need for assistance in making decisions regarding alcohol and other drugs, George Fox University is dedicated to providing the necessary resources.

Annually, in accordance with the federal Drug-Free Schools and Campuses Act (DFSCA), higher education institutions are mandated to share information about their Drug and Alcohol Misuse Prevention Program (DAAPP). Our DAAPP aims to convey the following details:

1. A written statement outlining our standards of conduct and prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
2. George Fox University's statement on disciplinary sanctions applicable to students and employees for violations of the university's policies on the misuse of alcohol and other drugs
3. A written description of the legal sanctions imposed under federal, state, and local laws and ordinances for the unlawful possession or distribution of illicit drugs and alcohol.
4. An overview of the health risks associated with the misuse of drugs and alcohol.

5. Information about any available drug or alcohol counseling, treatment, and rehabilitation/reentry programs available to students and employees.

Furthermore, George Fox University conducts and publishes a biennial review of our DAAPP to ensure the continual growth and effectiveness of our policies and programs.

We encourage you to review this information and consider it a valuable resource throughout the year. For additional information or support, feel free to contact either of us or visit the Campus Health and Counseling Center.

Sincerely,

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THE DRUG-FREE SCHOOLS AND COMMUNITIES ACT OF 1989 (DFSCA)

The regulations outlined in the Drug-Free Schools and Campuses regulations mandate that, as a prerequisite for receiving federal funds or any other forms of financial assistance, an institution of higher education (IHE) must confirm its adoption and implementation of a program aimed at preventing the unlawful possession, use, or distribution of illicit drugs and alcohol by both students and employees. To certify adherence to these regulations, an IHE must establish and execute a drug prevention program applicable to all students and employees, whether on campus premises or engaged in any university-related activities. Meeting these requirements involves the following steps:

1. Drafting a written policy addressing alcohol and other drugs.
2. Devising an effective method for annually distributing the policy to every student and employee.
3. Conducting a biennial review report on the effectiveness of alcohol and other drug programs and the consistency of policy enforcement.
4. Maintaining the biennial review report on file for submission to the U.S. Department of Education upon request.

George Fox University is committed to complying with the mandates of the DFSCA. The university has adopted and implemented programs dedicated to preventing alcohol abuse and the use or distribution of illicit drugs among its students and employees, both on its premises and during any university-related activities. Additionally, George Fox University has formulated a comprehensive written policy on alcohol and other drugs, accompanied by a distribution method to ensure that every student and employee receives the information annually. The distributed materials encompass the following information:

1. Standards of conduct prohibiting the unlawful possession and use of illicit drugs and alcohol on university property or during its activities.
2. A description of the health risks associated with the abuse and misuse of illicit drugs and alcohol.
3. An overview of the legal sanctions applicable under local, state, or federal law.
4. Information on available counseling or treatment programs.
5. A clear statement and description of the disciplinary sanctions that the institution will impose on students and employees.

BIENNIAL REVIEW

The Drug-Free Schools and Communities Act (DFSCA) requires institutions of higher education (IHEs) to conduct a biennial review of drug and alcohol policies and programs. The university strives to educate students and employees regarding efforts of education and written policies that ensure compliance with this mandate. George Fox University performs an annual review in order to review effectiveness and implement necessary changes to remain in compliance and to assist in the care and safety of all community members. The formal biennial review process is reported every two years, but policies are evaluated annually during the summer months.

The goals of the review process as outlined by the U.S. Department of Education involve assessing whether there are necessary modifications to alcohol and other drug programs as well as ensuring consistent enforcement of disciplinary sanctions for violations of the standards of conduct. The Dean of Students is tasked with overseeing the biennial review of the DAAP Program and its accompanying report. Additionally, the Director of Residence Life, Director of Campus Public Safety, Dean of Student Care and Operations, and other individuals and departments share responsibilities in supporting the biennial review and the provision of program services and components.

DISTRIBUTION OF THE DAAPP

Each year, George Fox University informs both employees and students about the Drug and Alcohol Abuse Prevention Program (DAAPP) through their individual George Fox University email accounts. This email distribution occurs annually sometime after the fall semester enrollment period concludes..

Moreover, information on DAAPP and related policies is integrated into new student orientation including required face-to-face sessions. While all policies are stated in our online student handbook and elsewhere, we also provide reminders at least twice yearly through our Daily Bruin email announcements. Additionally, all undergraduate students are required annually to complete the Alcohol and Other Drug online educational module through Vector Solutions.

GEORGE FOX ALCOHOL AND DRUG POLICY

The Undergraduate [Student Handbook](#) is available online for all students, faculty, staff, and administration. Every year all new students are asked to read the policies and continuing students are encouraged to review the handbook and any significant changes that have been made and noted near the front of the online handbook. Included in the handbook is the complete text of The Lifestyle Standards and Values. These commitments require community members to abide by the following:

While we recognize that committed Christians differ in how they view the consumption of alcoholic beverages, it is clear that the improper use of alcohol by students, faculty or staff could bring much harm to the communities of George Fox University. This is especially true of the traditional undergraduate community, which consists largely of students who are under the legal drinking age. Nationally, it is well documented that underage and binge drinking as well as driving with significant blood alcohol levels are major problems on college campuses.

In addition, there is growing evidence that some individuals are predisposed to alcoholism. For these reasons, the use of alcohol by traditional undergraduate students is not allowed at any time they are enrolled at the university.

Distribution and consumption of alcoholic beverages is prohibited on a George Fox University campus with the exception of unique events that receive prior approval from the President's Executive Team. The university does not serve or use alcohol when undergraduate students are present. Further, we are a smoke-free campus (including vapor cigarettes) and the use of tobacco and marijuana, in any form, is not permitted in any George Fox University facility or the grounds. Please see the student handbook and employee handbook to review our alcohol, drugs, and smoking policies in their entirety.

In addition, the handbook emphasizes the Alcohol, Drugs, and Tobacco policy under our Community Policies. It states the following:

Alcohol, Drugs and Tobacco

George Fox University is committed to maintaining a safe and healthy educational environment free from alcohol, drugs and tobacco. The use, possession, or distribution of alcoholic beverages and illicit drugs, including marijuana, synthetic marijuana or controlled substances, or the abuse of legal substances, are prohibited on or away from campus. Medical marijuana, as well as recreational marijuana, whether smoked, vaporized, edible, topical, tinctures, wax or any other form is prohibited regardless of any state's laws permitting marijuana.

We are a tobacco-free and smoke-free campus. The university prohibits smoking, including e-cigarettes/vapor cigarettes, and all forms of tobacco use or possession everywhere on-campus; as well as off-campus by students.

Visitors to our campus are expected to comply with these standards.

DISCIPLINARY PROCEDURES FOR STUDENTS

The student [handbook](#) also articulates for undergraduate students how the University responds to alcohol, marijuana, or drug incidents. Student Life has a detailed process for community accountability to alcohol and drug violations by making it restorative and redemptive to the greatest extent possible. There are varying steps that take place depending on the nature and severity of the violations. Consequences and educational components (including online courses), counseling, and assessments are part of this process. There are also steps that include parental notification, suspension warning, suspension, or dismissal depending on the level and frequency of the violation(s).

The handbook outlines the process for undergraduate students voluntarily disclosing their behavior and seeking help. There is a *Help To Change and Grow Policy*, which

encourages students to get help with violating behaviors without fear of consequences. In these cases, student life staff will help the student toward growth and assistance to live within the community guidelines. Exceptions to this approach may be when behavior is repetitive, self-destructive, harmful or hazardous to others, a threat to self or others, violations of Title IX, or involves a significant legal issue in which the university is obligated to uphold the law.

EMPLOYEE ALCOHOL AND DRUG POLICY

Our [Employee Handbook](#) contains the following information regarding drugs and alcohol:

2.2.5 Alcohol and Drug-Free Workplace Policy

George Fox University is committed to maintaining a safe, healthy and alcohol and drug free professional workplace and educational environment for faculty, staff and students. While few, if any, at the university are involved with illegal drugs or alcohol use while at work, those who may be involved adversely affect the university's professional and educational environment. Such individuals also impair our ability to maintain a safe campus that is free from the effects of drugs and alcohol.

Recognizing that there may be faculty, staff or students who have an alcohol or drug problem, the university stands willing to assist in the resolution of that problem and encourages anyone to seek help. Faculty, staff or students covered by a university-offered medical health plan may refer to that plan for details of their coverage regarding treatment.

For the university's good and to comply with our obligation under the Drug-Free Workplace Act of 1988, the university has adopted and will enforce the following policy in order to maintain a drug and alcohol-free workplace:

The unlawful sale, possession, manufacture, distribution, dispensation, use, or being under the influence of illegal drugs or controlled substances while in or on university owned or controlled property is prohibited and will be subject to immediate disciplinary action. Further, the use of drugs or alcohol or being under its influence during work hours, including during meal periods and breaks, is also absolutely prohibited. Violation of these rules by an employee or student will be reason for mandatory testing and/or treatment for substance abuse, and/or for disciplinary action. The type of disciplinary action taken for either or both will depend upon the situation; however, it might include termination, suspension, probation, required rehabilitation, expulsion, referral for prosecution, or a combination of these measures.

Since the university is a federal grant recipient, as a condition of employment, all employees must abide by the terms of this policy and must notify the university of any criminal drug conviction within five days of the conviction where workplace conduct is involved.

Any employee who believes another employee or student may be under the influence of drugs and/or alcohol or has otherwise violated this policy should report it to his or her own or the suspected employee's supervisor, a vice president, the provost, the Director of Human Resources, or a security officer.

Upon reasonable suspicion of violation of the university's drug and alcohol policy, an employee may be required to provide a sample for drug or alcohol testing upon request.

George Fox also reserves the right to test an employee for drug or alcohol use after he or she is involved in a vehicle or other accident occurring during work hours, violates a safety or operating procedure in a way that reflects bad judgment, or has a criminal conviction involving drugs or alcohol. In addition, employees whose job duties include operation of university vehicles with a Class C license will be subject to random testing and must cooperate in providing a sample upon request.

The university uses a third party to conduct any alcohol and drug testing. Specimens are drug tested only by a NIDA approved laboratory. In accordance with Oregon law, any positive drug test shall be confirmed using a licensed, certified clinical laboratory. Employees are entitled, upon request, to testing results. The director of safety, the Director of Human Resources, the provost, or any vice president or a designee of any of these can arrange with the vendor for a drug test.

Violations of this policy include testing positive, refusal to test, or interfering in any way with the enforcement of the policy or its collection and testing procedures.

Policy violations will subject the employee or student to immediate disciplinary action as described earlier in this policy.

George Fox University will support all local, State and Federal laws relating to illegal drug and alcohol abuse.

FEDERAL, STATE, AND LOCAL DRUG AND ALCOHOL LAWS

Federal Alcohol Laws

The United States has various federal laws and regulations pertaining to alcohol and drugs. Some of the key federal laws include:

1. **The National Minimum Drinking Age Act (NMDAA):** Enacted in 1984, this law mandates that all states must raise the minimum legal drinking age to 21 years old to receive federal highway funds.
2. **Federal DUI Laws:** Driving Under the Influence (DUI) or Driving While Intoxicated (DWI) is addressed through federal laws related to blood alcohol concentration (BAC) limits for drivers operating vehicles.

Federal Drug Laws:

1. **Controlled Substances Act (CSA):** This federal law, passed in 1970, categorizes drugs and substances into different schedules based on their potential for abuse, accepted medical use, and safety or dependence liability. The Drug Enforcement Administration (DEA) enforces the CSA, which classifies drugs into five schedules (Schedule I to V).

Schedule I drugs, such as heroin and LSD, are considered to have a high potential for abuse and no accepted medical use, while substances in lower schedules have varying degrees of restriction.

2. **Comprehensive Drug Abuse Prevention and Control Act:** This act is part of the CSA and covers various aspects of drug control, including manufacturing, distribution, prescription, and use of controlled substances.
3. **Drug-Free Workplace Act:** This law requires certain federal contractors and grantees to maintain drug-free workplaces as a condition of receiving a contract or grant from a federal agency.
4. **Combat Methamphetamine Epidemic Act (CMEA):** Enacted in 2005, this law regulates the sale of products containing pseudoephedrine, ephedrine, and phenylpropanolamine, which are used in the production of methamphetamine. It imposes restrictions on the sale of these products and requires retailers to keep records and track sales.
5. **Marijuana Laws:** Despite state-level legalization in some areas, marijuana remains illegal at the federal level. However, federal enforcement priorities have shifted over time, with more emphasis placed on issues such as preventing distribution to minors, preventing impaired driving, and preventing marijuana-related activities on federal property.

These federal laws and acts provide a framework for regulating alcohol and drugs throughout the United States.

The Drug Enforcement Administration (DEA) schedules drugs based on their potential for abuse, medical use, and safety or dependence liability. There are five schedules (Schedule I to V) under the Controlled Substances Act (CSA) that classify various drugs and substances. Below is an overview of the schedules and the associated violations and consequences.

Schedule I Substances:

- Drugs categorized under Schedule I have a high potential for abuse, no accepted medical use in treatment in the United States, and a lack of accepted safety for use under medical supervision.
- Examples include heroin, LSD (acid), MDMA (Ecstasy/Molly), marijuana (cannabis), and peyote.
- Possession, manufacturing, distribution, and trafficking of Schedule I drugs are illegal under federal law.
- Violations involving Schedule I drugs are considered serious offenses and can result in severe legal consequences, including lengthy prison sentences and substantial fines.

Schedule II Substances:

- Drugs under Schedule II have a high potential for abuse, but they may have currently accepted medical uses with severe restrictions. They can lead to severe psychological or physical dependence.
- Examples include cocaine, methamphetamine, fentanyl, oxycodone, and morphine.
- Like Schedule I drugs, illegal possession, distribution, trafficking, and manufacturing of Schedule II substances are serious offenses with substantial

penalties. However, some of these substances have accepted medical uses, so they may be available by prescription under strict regulations.

Schedule III Substances:

- Drugs categorized as Schedule III have a moderate to low potential for physical and psychological dependence. They have accepted medical uses.
- Examples include anabolic steroids, certain barbiturates, and some codeine combinations.
- Violations related to Schedule III substances may lead to legal consequences, including fines and imprisonment, but penalties are generally less severe than those for Schedule I and II substances.

Schedule IV Substances:

- Drugs under Schedule IV have a low potential for abuse relative to substances in Schedule III, accepted medical uses, and limited risk of physical or psychological dependence compared to Schedule III drugs.
- Examples include benzodiazepines (e.g., Xanax, Valium), tramadol, and some sedatives.
- Violations involving Schedule IV substances can result in legal penalties, but these penalties are typically less severe than those for higher schedule drugs.

Schedule V Substances:

- Schedule V drugs have a lower potential for abuse relative to Schedule IV substances, accepted medical uses, and limited risk of physical or psychological dependence compared to Schedule IV drugs.
- Examples include certain cough preparations containing limited quantities of codeine or other substances.
- Violations related to Schedule V substances may still lead to legal consequences, but penalties are generally the least severe among all schedules.

Penalties for violations of federal drug laws, including possession, distribution, trafficking, or manufacturing of controlled substances, can vary depending on the type and quantity of the substance involved, prior offenses, and other circumstances. Penalties may include fines, imprisonment, forfeiture of assets, and more severe consequences for repeat offenders or those involved in large-scale drug operations.

State Alcohol & Drug Laws:

(Local laws are consistent with State laws)

Oregon has various laws and regulations governing alcohol and drug use. Some of the key aspects of these laws include:

Alcohol Laws:

- **Legal Drinking Age:** The legal drinking age in Oregon, as in all U.S. states, is 21 years old.
- **Open Container Laws:** It is illegal to possess an open container of alcohol in public places, including streets, parks, and vehicles.
- **DUI (Driving Under the Influence):** Oregon has strict laws regarding driving under the influence of alcohol or drugs. Blood alcohol concentration (BAC) limits are set, and penalties for DUI offenses can include fines, license suspension, and even jail time.
- **Sales and Consumption:** The sale of alcohol is regulated, and there are restrictions on where and when alcohol can be sold and consumed. Some areas may prohibit alcohol sales after certain hours or on specific days.

Drug Laws:

- **Marijuana Legalization:** Oregon has legalized the recreational use of marijuana for adults aged 21 and older. However, there are regulations concerning possession limits, where it can be consumed, and purchasing from licensed dispensaries.
- **Controlled Substances:** The possession, distribution, and trafficking of controlled substances such as cocaine, heroin, methamphetamine, and other illegal drugs are prohibited and punishable by law.
- **Prescription Drug Laws:** There are strict regulations regarding the use and distribution of prescription drugs. Misuse or abuse of prescription medications without a valid prescription is illegal.

HEALTH RISKS OF DRUGS AND ALCOHOL ABUSE

Drug and alcohol abuse can have serious and detrimental effects on physical, mental, and social well-being. The specific health risks associated with substance abuse can vary depending on the type of substance, the amount consumed, the frequency of use, and individual factors. Here are some general health risks associated with drug and alcohol abuse:

Physical Health:

- **Organ Damage:** Prolonged substance abuse can damage various organs, including the liver, heart, kidneys, and lungs.
- **Weakened Immune System:** Substance abuse can compromise the immune system, making individuals more susceptible to infections.
- **Cardiovascular Issues:** Increased risk of heart problems, such as high blood pressure, heart attacks, and stroke.

Mental Health:

- **Psychological Disorders:** Substance abuse is linked to mental health disorders such as anxiety, depression, and increased risk of suicide.
- **Cognitive Impairment:** Long-term drug and alcohol use can lead to cognitive deficits, memory loss, and impaired decision-making.
- **Psychosis:** Some substances can induce hallucinations, paranoia, and other psychotic symptoms.

Behavioral and Social Consequences:

- **Impaired Judgment:** Substance abuse can impair decision-making and increase the likelihood of engaging in risky behaviors.

- **Relationship Issues:** Substance abuse can strain relationships with family, friends, and colleagues.
- **Legal Problems:** Substance abuse can lead to legal issues, including arrests, fines, and imprisonment.

Dependency and Addiction:

- **Physical Dependence:** Some substances can lead to physical dependence, resulting in withdrawal symptoms when the substance is not consumed.
- **Psychological Addiction:** Individuals may develop a psychological dependence on drugs or alcohol, leading to cravings and compulsive drug-seeking behavior.

Accidents and Injuries:

- **Increased Risk of Accidents:** Substance abuse can impair coordination and judgment, increasing the risk of accidents and injuries.

Overdose:

- **Fatal Consequences:** In some cases, drug or alcohol overdose can be fatal, especially if the substance is taken in excessive amounts.

It's important to note that the specific health risks vary depending on the type of substance. For example, opioids may carry a higher risk of respiratory depression and overdose, while alcohol abuse can lead to liver cirrhosis.

Faculty, staff, and students, if you or someone you know is struggling with substance abuse, seeking professional help from healthcare providers, counselors, or support groups is crucial for recovery. Treatment options may include counseling, medication-assisted treatment, and rehabilitation programs. Check out the alcohol and drug abuse treatment resource section for local treatment options.

EDUCATION, TREATMENT, AND ASSISTANCE

PREVENTION AND AWARENESS EFFORTS

George Fox University integrates education on alcohol and drug abuse into its formal academic curriculum and extracurricular activities. Different departments across the institution cover these subjects through courses, orientation sessions, online learning, as well as regular workshops, webinars, and seminars. The Health and Counseling Center also offers online resources. Initiatives focused on prevention and awareness regarding drug and alcohol use encompass:

1. George Fox University has collaborated with Vector Solutions, a dedicated provider aiming to offer tools, resources, and insights to support higher education in enhancing campus safety, well-being, and inclusion initiatives. Every year, students and employees participate in courses covering:
 - a. Alcohol and Drug Education
 - b. Harassment, Discrimination, and Sexual Assault Prevention
 - c. Mental Health Awareness
 - d. Active Shooter Training

As a component of our extensive student prevention initiative, George Fox University requires annual completion of Sexual Assault Prevention and Alcohol & Other Drugs courses for all undergraduate students. These online modules aim to empower students in making informed decisions regarding matters that impact their time at George Fox and

extend beyond. The courses utilize an engaging and thoughtful approach to furnish students with the necessary tools to navigate the challenges of college life.

2. The University's Office of People and Culture offers many engagement opportunities to address the well-being of employees. Such offerings include the:
 - a. Annual wellness fair
 - b. [Canopy](#) webinar about "Drug and Alcohol Awareness: Supporting Ourselves & Others"
 - c. Highlighting ways to live a healthy lifestyle in People and Culture's monthly newsletter
 - d. Highlighting well-being practices for employees at the All-Employee Meetings

These offerings are communicated through email in the *Daily Bruin* (daily newsletter) and *What's Bruin* (monthly newsletters hosted by People and Culture). Additional resources can be accessed on the People and Culture websites or by contacting the Director of Employee Benefits and Well-being.

3. Different academic departments provide workshops and seminars to the campus community centered on alcohol and drug prevention. In the previous year, the Social Work department collaborated with a local inpatient drug rehab center to organize a special event titled "Diversity Dialogue: An Interdisciplinary Understanding of Addiction." This event served as an opportunity for the campus community to hear from diverse practitioners, gaining a multi-disciplinary perspective on understanding addiction.

ALCOHOL AND DRUG ABUSE TREATMENT RESOURCES (Sharia)

Local, State, Federal, and Other Resources:

George Fox University Health & Counseling Center	(503) 554-2340
Hazelden Betty Ford Foundation	(855) 512-3909
Another Chance Drug & Alcohol Rehab Center of Portland	(971) 232-3850
Oregon Trail Recovery	(844) 692-7528
Bridgeway Recovery Services - Residential	(503) 363-2021
Federal Substance Abuse & Mental Health Services	1-800-729-6686
Alcoholics Anonymous	(843) 669-6345

Narcotics Anonymous	1-888-476-2482
American Council on Alcoholism Hotline	1-800-527-5344
National Institute on Drug Abuse Hotline	1-800-662-HELP (4357)
American Addiction Centers	(866) 840-9819
Canopy (Employees Only)	1-800-433-2320

Online Resources:

Alcoholics Anonymous	http://www.aa.org/
Marijuana Anonymous	https://www.marijuana-anonymous.org/
Narcotics Anonymous	https://www.na.org/
National Institute on Drug Abuse	https://www.drugabuse.gov/
National Institute on Alcohol Abuse & Alcoholism	https://www.niaaa.nih.gov/alcohol-health/special-populations-co-occurring-disorders/college-drinking
Smart Recovery:	http://www.smartrecovery.org/
Substance Abuse & Mental Health Services Administration	https://www.samhsa.gov/