

## **Policy from Student Life (black is current and highlighted is additional)**

For the purposes of this Handbook, Central Christian College of Kansas recognizes that the possession, manufacture, distribution, dispensing, sale, purchase, or use of controlled substances, tobacco, and alcohol is prohibited in buildings, facilities, and grounds controlled by the College, as well as part of any activity sponsored by the College regardless of location.

This prohibition is applicable to all students, regardless of enrollment status (i.e., residential, non-residential, online, graduate, etc.). Individuals found to be possessing, manufacturing, distributing, dispensing, selling, purchasing, or using controlled substances, alcohol, or tobacco products or paraphernalia shall be subject to disciplinary action. Furthermore, the illegal manufacture, distribution, dispensing, possession or use of controlled substances may subject individuals to criminal prosecution.

Members of the College community are expected to uphold the laws of the local community, the state of Kansas, and the nation. Any alleged violations of federal, state, or local laws may be referred to the appropriate law enforcement officials and/or to the appropriate college or judicial body.

The College reserves the right to require that any student submit to a physical examination or clinical testing designed to detect the presence of drugs, including, but not limited to, urine or hair follicle, when reasonable suspicion exists that the student is under the influence of or is improperly using drugs in violation of this policy.

Reasonable suspicion for testing is determined at the sole discretion of College officials. Reasonable grounds for drug-testing may include, but are not limited to: • Drug-related odors on person, clothing, equipment, or in living quarters • Possession of drug paraphernalia • Observable phenomena, such as direct observation of substance abuse or physical symptoms or manifestations of being impaired due to substance abuse.

Furthermore, the College will administer drug tests each semester and utilize randomized drug testing of up to 25% of athletes monthly.

Initial testing will take place on campus with support from Student Life, the Athletic Director, Assistant Athletic Director, or the Coach and will be paid for by the institution. If a student's test results are positive for substance use, the student will be responsible for the expense of the test. If a student's test results are negative for substance use, the College will be responsible for the expense of the test.

Students that test positive will have an opportunity to take a second test at a local testing facility, clinic or hospital selected by the College, at the cost of the student.

Though alcohol and marijuana may be considered legal substances in some jurisdictions based on either age or through law, both are regarded as having a history of damaging individuals, communities, and society. The College requires abstinence for the sake of the community. In the same way tobacco use is prohibited, including but not limited to cigarettes, cigars, cigarillos, hookahs, chewing tobacco, snuff, and electronic smoking devices such as e-cigarettes, vaping products, and IQOS. Refusal to comply with testing will be considered a violation of the College's drug and substance policy and may result in discipline up to and including.

### **Institutional Consequences**

Positive tests will evoke the following:

- For Student Athletes: Student Life will alert the Athletic Director and the Athletic Director will meet with each athlete to give institutional consequences.
- For non-athletes: Student Life will meet with each student and give institutional consequences.
  - 1<sup>st</sup> Offense –
    - Automatic 10% loss of in-season games (athletes)
    - Automatic 1 week of on campus restriction\* (non-athletes)
    - 10 hours of community service (must be completed prior to resuming play for athletes)
    - Participate in a class over substance abuse (must be completed prior to resuming play for athletes)
    - Access to professional support services for substance abuse
    - Subject to random testing
  - 2<sup>nd</sup> Offense –
    - Automatic 50% loss of in season games (athletes)
    - Automatic 1 week off campus suspension\* (non-athletes)
    - No Practice during loss of in season games until completing a class over substance abuse (athletes)
    - Participate in another substance abuse class
    - Automatic reduction of scholarship of a minimum of 5% at time of offense
  - 3<sup>rd</sup> Offense –
    - Expulsion from the school
- Individual athletic programs reserve the right to implement additional consequences at their discretion
- Offenses are cumulative for the time a student is enrolled at CCK
- Student Life will convene the Restorative Affairs Committee (RAC), formerly known as the Disciplinary Affairs Committee. The committee will meet with each student who tested positive to determine a course of action that fits the needs of each student. The intent of the RAC is understand why the student chooses to participate in substances and work with the student to make better choices.

On campus restriction is defined as not being allowed to leave campus and has certain restrictions applied to where the student can be on campus.

Off campus suspension is defined as not being allowed on campus for the duration of the student's suspension. This would include attending class, games, school sponsored events, etc..