



## **Alcohol and Other Drugs Program**

Biennial Review  
January 2020-December 2021

## **Introduction**

There has been a growing recognition nationally that alcohol and drug abuse is a prevalent problem on University campuses. In compliance with the 1989 Drug Free Schools and Communities Act, this document delineates the efforts on the Baptist Health Sciences University (University) campus to address student alcohol and other drug use during the calendar years of 2020 and 2021. More specifically, this document will detail the University policy regarding alcohol and drug use, disciplinary sanctions the University will impose for violations of this policy, statistics on violations of policies, and efforts to educate students and employees about alcohol and drug related issues.

It is the intent of the Baptist University to establish and clearly communicate the drug and alcohol policy, with the result being that all students and employees be free of any chemical impairment.

The University is committed to ongoing review and improvement of its alcohol and drug prevention program. This document contains a description of these efforts and the outcomes achieved. The signed copy of the Biennial Review for January 2020 – December 2021 is located in the office of the Director of Business Services.

## **Mission Statement**

*The mission of the AODP is to provide education and information to the campus community regarding alcohol and drug use and their effects in order to encourage healthful, informed choices among students, support a productive educational environment, and positively impact the community in which we serve through appropriate educational programs, resources and services.*

## **Baptist University Drug and Alcohol Policy**

Baptist University has a primary concern for the well-being of its students, including their psychological and medical welfare, and recognizes the problems created by the misuse of controlled substances. The University supports local, state and federal law, prohibiting the possession, distribution, sale or use of controlled substances (i.e., marijuana, narcotics, barbiturates, hallucinogens or amphetamines and all other drugs prohibited by state and federal law). The University also prohibits the possession of drug paraphernalia (i.e., bongs, one hitters, pipes, clips, etc.) and alcohol on campus and at University sponsored off campus programming. Students who violate this policy are liable for disciplinary action by the University and/or criminal prosecution by civil authorities.

When, in the opinion of the University there is a reasonable basis for believing that a student is or has been trafficking, using, or in the possession of controlled drugs, the University will follow its policy accordingly. Possession, manufacture, sale and/or distribution of controlled substances are illegal under both state and federal law. Giving

marijuana or other drugs free of charge to friends can be interpreted by the University to be the same as sale or distribution.

### **Legal Implications**

A drug offense under Tennessee or Federal law can be a misdemeanor or a felony depending on the charge and the amount of drugs. In either case, a criminal record will very likely hamper a person's chances of gaining admission to another school or future employment opportunities.

Court-imposed sanctions for a first offense for possession, distribution or use of drugs are as follows:

- Fines of \$1000 to \$200,000 or more.
- Jail terms of 30 days to 20 years or more.
- Community service hours.

These sanctions can be combined or may be issued separately depending upon the interpretation of the judge.

Baptist University sanctions will be determined as policy and circumstances dictates. Expulsion from the University can be sanctioned if the circumstances warrant it.

***Federal government guidelines state that anyone receiving Federal Financial Aid (Pell Grants) who is convicted of violating established federal or state controlled substance laws may lose his or her financial aid.***

Smoking and use of tobacco products is strictly prohibited in and around all property owned Baptist University. The University campus includes all buildings, grounds and parking lots leased, owned or operated by the University, as well as any vehicle leased or owned by Baptist University and any privately owned vehicle on University property.

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## Student Drug and Alcohol Policy

Policy Information			
Policy# :	STU.5025	Reviewed Date(s):	10/03; 10/05; 5/14; 3/15
Date Created:	June 1, 1999	Revised Date(s):	9/15; 9/17
Responsible University Administrator:		President Council Approved Date:	September 28, 2017
	Provost/Vice President Academic Services		

### 1. Purpose

- 1.1. To create an environment that maximizes learning potential and fosters safe and effective care to patients by better ensuring that students and the Baptist University of Health Sciences campus are drug and alcohol free

### 2. Policy

- 2.1. Students are prohibited from being under the influence of, or in possession of, illegal drugs, un-prescribed controlled drugs, alcohol or inhalants, or participating in the sale, manufacture, or distribution of these while in the classroom, the clinical setting, on campus, and/or off-campus housing or while participating in Baptist University sanctioned or sponsored activities
- 2.2. Testing-It is the policy of Baptist University to test students in an unbiased and impartial manner for any of the following reasons:
  - 2.2.1. Prior to enrollment (graduate program only)
  - 2.2.2. Randomly throughout enrollment;
  - 2.2.3. Prior to entering the clinical portion of a professional program;
  - 2.2.4. Reasonable suspicion; or
  - 2.2.5. Post-incident/unusual occurrence

### 3. Definitions

- 3.1. None.

### 4. Procedure

- 4.1. Prior to enrollment (graduate program only)
  - 4.1.1. A drug screen is completed at the time students are on campus for Orientation. Students are responsible for the fee, which is paid at the time of Orientation.
  - 4.1.2. The drug screen is conducted by Baptist Minor Medical Center 3295 Poplar Ave Ste 105, Memphis, TN 38111, the University's health care provider who conducts student drug screens.

4.1.3. If the drug screen requirement and related payment are not met at Orientation, students are not cleared to register for classes.

#### 4.2. Random Testing

4.2.1. Both Baptist University and the health agencies with which it contracts have a substantial interest in the continued sobriety of their students due to the physically, emotionally and intellectually demanding duties they perform. Therefore, all students will be subject to random, unannounced drug screens throughout the course of each trimester.

4.2.2. Baptist University will bear the cost of the random drug screens. The time required of the student to be away from class or clinical rotation in order to undergo random substance screening will not penalize a student, or result in a reduction of logged classroom and/or clinical hours.

#### 4.3. Pre-Clinical Testing

4.3.1. Pre-clinical drug screens are required prior to the student's first clinical course in the professional curriculum. Costs are included in the student's course fees.

#### 4.4. Reasonable Suspicion Testing

4.4.1. Students may be requested to undergo screening for drugs and/or alcohol at any stage of their enrollment for reasonable suspicion or if cause exists to indicate that the student is using or is under the influence of drugs and/or alcohol, may have misused prescription drugs and/or alcohol, or may have been under the influence of illegal drugs.

4.4.2. Reasonable suspicion may be based on direct observation of drug and/or alcohol use and/or physical symptoms or manifestations of being under the influence of a drug and/or alcohol in the classroom, clinical setting or on campus; abnormal conduct or erratic behavior such as absenteeism, tardiness, or evidence that an individual has tampered with a drug and/or alcohol test while enrolled; information that a student has contributed or caused harm, without limitation, to themselves or others.

4.4.3. When a faculty or staff member believes that reasonable suspicion exists, the faculty or staff member should contact the Dean of Student Services or the Dean's designee. Where reasonable suspicion is corroborated, the student will be confronted with the observations and asked to undergo screening.

4.4.4. If the student is believed to pose a risk to self or others, the faculty or staff member will immediately remove the student from the

setting. The reporting faculty or staff member will also be asked to produce a description documenting the basis for reasonable suspicion, and the subsequent steps taken as soon after the incident as possible. Baptist University will bear the cost of reasonable suspicion testing.

#### 4.5. Refusal to Submit/Failure to Report

- 4.5.1. If a student refuses to submit to testing during random or reasonable suspicion drug screening, including failing to report to the collection site at the designated time, the student will be considered to be in violation of University policy and will be subject to disciplinary action, up to and including administrative dismissal.

#### 4.6. University Response to Violations

- 4.6.1. Violating the Student Drug and Alcohol Policy or the Drug and Alcohol Procedure will render a student subject to disciplinary action up to and including dismissal from the residence hall and/or from Baptist University.
- 4.6.2. Students who have a positive result on a drug screen, whether pre-clinical, random, or for reasonable suspicion, will be given an opportunity to explain the positive drug screen result. If, in Baptist University's sole discretion, the explanation is unreasonable and/or cannot be satisfactorily documented, by the student's health care provider, the student will be required to be evaluated by a certified/licensed professional acceptable to Baptist University (which may be, but does not necessarily have to be, the University's licensed counselor) with recommendations and/or an individualized treatment and follow-up plan required when appropriate. Failure to comply with recommendations, and/or the treatment and follow-up as indicated by the evaluating certified/licensed professional, will render a student subject to disciplinary action up to and including dismissal from the residence hall and/or from Baptist University.
- 4.6.3. Students who are enrolled in clinical courses who present a reasonable suspicion, or have a positive drug screen without reasonable explanation, will be removed from the clinical setting for screening, and will not be permitted to return until the student has been evaluated by a certified/licensed professional acceptable to Baptist University, (which may be, but does not have to be, the University's licensed counselor) with recommendations and/or an individualized treatment and follow-up plan required when appropriate. Return to the student's current clinical slot is not

guaranteed. Failure to comply with recommendations, and/or to comply with treatment and follow-up as indicated by the evaluating professional, will render a student subject to disciplinary action up to and including dismissal from Baptist University.

- 4.6.4. If a student is allowed to continue to be enrolled at Baptist University following a professional evaluation, students will be required to submit to ongoing random drug screening as mandated by the University. Students shall remain subject to such ongoing random drug screening for the entirety of the time the student remains enrolled. Students will be given an opportunity to explain a confirmed additional positive drug screen result if such occurs during ongoing random drug screening. If, in Baptist University's sole discretion, the explanation is unreasonable and/or cannot be satisfactorily documented by the student's health care provider, the student will be deemed to be in violation of University policy, and subject to disciplinary action up to and including administrative dismissal from Baptist University.

## **5. Related Information**

- 5.1. Nursing Graduate Admissions Policy
  - 5.2. Student Handbook
  - 5.3. Clinical Handbooks
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## Drug and Alcohol Free Workplace

Policy Information			
Policy# :	GEN.2020	Reviewed Date(s):	11/07; 1/08; 12/12
Date Created:	January 1, 2008	Revised Date(s):	4/16; 12/21
Responsible University Administrator:	Adonna Caldwell	President Council Approved Date:	1/22

### 1. Purpose

- 1.1. To reinforce Baptist Health Sciences University (Baptist University) commitment to a drug and alcohol free workforce.
- 1.2. To define management’s responsibilities to comply with and strictly enforce Baptist University Drug and Alcohol Free Workplace Policy.
- 1.3. To define responsibilities of employees relative to Baptist’s Drug and Alcohol Free Workplace through education and training so that all staff members are familiar with the provisions of this policy and the Organization’s commitment to providing a safe and drug/alcohol free work environment.
- 1.4. To provide assistance toward recovery in limited circumstances to eligible employees with addictive drug and/or alcohol disorders.
- 1.5. To affirm the organization’s commitment to fair and consistent terms and conditions of employment, without regard to an individual’s age, sex, race, color, religion, national origin, handicap or disability.

### 2. Policy

- 2.1. Expectations
  - 2.1.1. Baptist is committed to its employees, volunteers, patients, students, and the public at large to ensuring safety in the workplace as well as safety and quality in the services provided by Baptist. Baptist’s employees are very important to Baptist and their health and safety are a significant concern.
  - 2.1.2. Abuse of alcohol or other drugs may adversely affect the health and safety of employees, compromise the quality of services provided to patients and students. All employees have the right to work in a drug/alcohol free environment. Baptist is committed to providing a drug/alcohol free workplace. Accordingly, employees are expected to report to work and perform job duties safely and appropriately without any adverse effects due to the use of drugs or alcohol.



## 2.2. Prohibitions

- 2.2.1. In addition to the specific activities listed below, employees are reminded that drug violations off premises may also render an employee unfit for duty and result in disciplinary action pursuant to this policy.
- 2.2.2. Employees who violate any provision of this policy during their initial 90 day introductory period are normally discharged for unsatisfactory probationary period performance in accordance with Baptist's policy.
- 2.2.3. Baptist prohibits the following specific activities:
  - 2.2.3.1. Reporting to work or being under the influence of alcohol, an illegal drug, an unauthorized controlled substance or prescription drug not medically authorized or used in a non-prescribed manner on Baptist's premises or while performing Baptist business.
  - 2.2.3.2. Using, purchasing, manufacturing, selling, transferring, distributing, or possessing illegal drugs or drug paraphernalia on Baptist premises or while performing Baptist business.
  - 2.2.3.3. Unauthorized use, possession, manufacture, distribution or sale of a controlled substance or alcohol on Baptist's premises or while performing Baptist business.
  - 2.2.3.4. Storage on Baptist's property of illegal drugs, drug paraphernalia, unauthorized controlled substances, or alcohol.
  - 2.2.3.5. Use of alcohol or use, possession, manufacture, distribution, or sale of illegal drugs or controlled substances off University premises that adversely affects the employee's work performance, his or her own safety or the safety of others at work, or Baptist's regard or reputation in the community.
  - 2.2.3.6. Theft and/or diversion of drugs or controlled substances.
  - 2.2.3.7. Substance abuse of any kind.
  - 2.2.3.8. Testing positive for any illegal drugs, unauthorized controlled substance, or alcohol.
  - 2.2.3.9. Refusing to complete necessary forms for substance abuse testing or refusing immediately to submit to substance abuse testing when requested by Baptist in accordance with Section 2.7 set forth below.
  - 2.2.3.10. Switching, adulterating/contaminating, or attempting to switch or adulterate/contaminate any specimen submitted for substance abuse testing.

- 2.2.3.11. Failure to notify Baptist of a conviction of a criminal drug statute within five days of the conviction as required by Section 2.3 set forth below.
- 2.2.3.12. Conviction under any criminal drug statute.
- 2.2.3.13. Failure to report to Baptist use of prescription and non-prescription drugs that may affect the employee's ability to perform the employee's job safely as required by Section 2.5 of this policy set forth below.
- 2.2.3.14. Failure to submit to a search as provided in Section 2.4 set forth below.

### 2.3. Reporting Convictions

- 2.3.1. An employee convicted of violating a criminal drug statute (including pleas of guilty or no contest) must inform the Human Resources Department of such conviction within five(5) days of the conviction. Failure to provide such notification will constitute a violation of this policy and will result in disciplinary action.

### 2.4. Searches and Investigations

- 2.4.1. Baptist reserves the right to search an employee or any locker, desk, office, or other property owned or controlled by the organization for alcohol or illegal or unauthorized drugs. Searches may also be made of an employee's personal property or automobile located on property owned or controlled by the organization. Management is accountable for consulting with the Corporate Human Resources representative prior to authorizing and/or conducting a search.
- 2.4.2. Baptist further requires all employees to cooperate in any investigation into alcohol and/or drug use in the workplace. Refusing to submit immediately to a search or cooperate in an investigation when requested by management or security personnel will normally result in disciplinary action, which may include termination of employment.

### 2.5. Prescription and Non-Prescription Drugs

- 2.5.1. An employee's use of prescription or non-prescription medication prior to the start of the employee's shift or while at work may, under certain circumstances, pose a risk to the safety of the employee or others. An employee who believes, has reason to believe or has been informed that the use of prescription or non-prescription medication may present a safety hazard should consult confidentially with his/her manager or an employee health representative before beginning work.

- 2.5.2. In such cases, the employee must provide a note from the prescribing/treating physician(s) stating that the use of the medication at the prescribed dosage level is consistent with safe performance of the employee's duties. If the employee does not present a note, he/she will not be allowed to work until the appropriate medical documentation is obtained and provided to the appropriate Employee Health representative.
- 2.5.3. An employee who takes prescription or non-prescription medication without realizing the potential risks to the safety of the employee or others and then determines he/she is not fit for duty has an obligation to immediately communicate this information to his/her supervisor and/or employee health representative.

## 2.6. Management Responsibilities

### 2.6.1. Early Identification and Intervention

- 2.6.1.1. Management is responsible for being alert to changes in employees' routines which may signal existing or potential substance abuse problems. Early indications may include interrupted attendance patterns, poor job performance, or other similar observations. In these circumstances, management is expected to contact Human Resources to determine if employee assistance is warranted. Such referrals do not preclude disciplinary measures where appropriate.

### 2.6.2. Responding to Reasonable Suspicion Incidents

- 2.6.2.1. Management should be alert at all times during employees' work shifts to indicators of drug or alcohol impairment. If a manager has reason to suspect that an employee is under the influence of or impaired by alcohol, illegal drugs or a controlled substance, Human Resources should be contacted. Reasonable suspicion is defined as a belief based on objective facts and rational inferences which may be drawn from such facts, or based on direct or reported observations from a verifiable source that the employee is using or is impaired by drugs or alcohol. Circumstances which may constitute reasonable suspicion may include, but are not limited to, the following:

- 2.6.2.1.1. Observed alcohol or drug use during working hours
- 2.6.2.1.2. Impairment of motor functions
- 2.6.2.1.3. Slurred or incoherent speech
- 2.6.2.1.4. Disorientation
- 2.6.2.1.5. Unusually aggressive behavior

- 2.6.2.1.6. Incoherent or irrational mental state
- 2.6.2.1.7. Sleepiness
- 2.6.2.1.8. Smell of alcohol or marijuana
- 2.6.2.1.9. Frequent or extreme mood changes
- 2.6.2.1.10. Lack of physical coordination in walking or performing tasks
- 2.6.2.1.11. Unexplained absences from work area
- 2.6.2.1.12. Declining job performance
- 2.6.2.1.13. Unexplained changes in grooming or personal behavior
- 2.6.2.2. Based on the assessment by the manager and in consultation with Human Resources, appropriate actions will be taken.
- 2.6.2.3. If the situation appears to require emergency medical treatment, management will immediately seek such emergency assistance for the employee and notify Employee Health and Human Resources.
- 2.6.2.4. In non-emergency situations, management will generally require the employee to submit to a drug and/or alcohol test. An employee's refusal of such tests normally results in discharge.
- 2.6.2.5. A cab voucher or appropriate transportation will be offered to the impaired individual. An impaired employee should not be allowed to drive.

## 2.7. Substance Abuse Testing

- 2.7.1. Employee alcohol and drug testing may be performed when:
  - 2.7.1.1. An employee's actions contribute to an accident that results in property damage, injury, or death;
  - 2.7.1.2. There is reasonable suspicion that an employee is impaired by alcohol or drug use;
  - 2.7.1.3. There is reasonable suspicion of theft and/or diverting drugs;
  - 2.7.1.4. An employee is in possession of prescription medication that does not identify the drug, date of prescription, and prescribing doctor, unless the employee provides a satisfactory explanation for his/her possession of any such non-identified prescription medication that is acceptable to Baptist;
  - 2.7.1.5. An employee is subject to drug or alcohol testing as a follow-up to treatment; and
  - 2.7.1.6. An employee is convicted of violating a criminal drug statute (including pleas of guilty or no contest).

- 2.7.2. If an employee refuses immediately to submit to testing, disciplinary action may be taken up to and including termination of employment.
  - 2.7.3. If the results of the substance abuse test are positive (confirmed positive by a second test on the same sample), the employee generally will be terminated unless he/she qualifies for Baptist Assistance Toward Recovery as set forth in 2.8.2 below and agrees to comply with all applicable conditions.
- 2.8. Consequences for Violation of this Policy
- 2.8.1. Discharge
    - 2.8.1.1. The violations listed below and/or similar violations of this policy normally result in discharge. This means in these situations Baptist will not provide assistance toward recovery:
      - 2.8.1.1.1. Possession with apparent intent to sell or distribute drugs, selling or distributing drugs, stealing/misappropriation of drugs or diversion of drugs (from patient(s)). These offenses may occur at work, on Baptist premises, off premises, or may be related to a conviction, or plea to a lesser offense away from work, or other incriminating circumstances not specified.
      - 2.8.1.1.2. Diversion of drugs.
      - 2.8.1.1.3. Felony conviction under any criminal drug statute.
      - 2.8.1.1.4. Failure to notify Baptist of a conviction of a criminal drug statute within five days of the conviction.
      - 2.8.1.1.5. Failing to cooperate immediately with a search and/or investigation related to drug and/or alcohol use in the workplace.
      - 2.8.1.1.6. Refusal to submit immediately to a substance abuse test when requested by Baptist pursuant to Section 2.7 above or altering or adulterating/contaminating a specimen submitted for substance abuse testing.
      - 2.8.1.1.7. Possession of illegal drugs or drug paraphernalia on Baptist's premises, including the employee's possessions and automobiles that are located on Baptist's property.
      - 2.8.1.1.8. Positive confirmed test result for illegal drugs.
      - 2.8.1.1.9. Positive confirmed test result for alcohol or an unauthorized controlled substance unless there is a finding of an addictive disorder and Baptist decides in

its sole discretion to provide assistance towards recovery.

## 2.8.2. Baptist Assistance Toward Recovery

- 2.8.2.1. Baptist recognizes that some employees may have addictive disorders with resulting loss of control, and that proper intervention, in appropriate circumstances, may facilitate recovery and sustain the employment relationship. As set forth in detail below, under limited circumstances, based upon Baptist's sole discretion, Baptist will assist an employee toward recovery. In such circumstances, treatment for substance abuse alone will not jeopardize an employee's continued employment. However, enrollment in a substance abuse program will not prevent disciplinary action for violating the provisions of this policy. In addition, specific conditions for receiving Baptist's assistance are provided below.
- 2.8.2.2. Such referrals are coordinated by the Human Resources Director and/or Employee Health designee with a provider who specializes in addictive disorders and is acceptable to Baptist. If the medical assessment confirms that an employee has an addictive disorder relating to alcohol or a controlled substance and that the offense was due to the employee's loss of control, the employee will generally receive Baptist's assistance toward recovery.
- 2.8.2.3. Employees confirmed to have addictive disorders are eligible for sick leave benefits, as stated in the Handbook, and health plan coverage under provisions of the plan. If medical assessment does not confirm an addictive disorder with loss of control, no assistance toward recovery is available, and these offenses normally result in discharge.

## 2.8.3. Conditions of Baptist Assistance Toward Recovery

- 2.8.3.1. When treatment is required in response to a drug or alcohol related offense, a sustained employment relationship is contingent upon successful completion of a formalized drug/alcohol treatment program as administered by a designated in-patient and/or out-patient facility. Employees who undergo treatment for substance abuse and continue to work or return to work during treatment or return to work upon completion of treatment must meet all established, standards of conduct, and job performance, must enter into a

return to work agreement (described in more detail below) and must comply with all conditions of the substance abuse treatment program.

- 2.8.3.2. Along with an approved formalized medical treatment plan, the employee is required to sign a return-to-work agreement which remains in effect for two years after treatment which includes random testing at the employee's expense. Before assistance is provided, the employee is required to sign a standard consent form authorizing the designated provider to release pertinent treatment, progress, discharge planning and related information to an authorized Baptist representative(s). A component of the treatment process is to involve any appropriate peer assistance programs.
- 2.8.3.3. Employee Health maintains the return-to-work agreement and works closely with the designated provider for purposes of confidentially facilitating and monitoring an employee's entry and progression through the treatment program. The Employee Health representative, and provider's representative also work together monitoring progress following an employee's return to work. An employee must comply with all provisions of the return to work agreement. Failure to do so will normally result in termination of employment.

#### 2.9. Reporting to an Outside Peer Review / Regulatory Organizations

- 2.9.1. Based upon the circumstances surrounding any substance abuse issues, Baptist will comply with any applicable reporting requirements based upon designated licensure and/or regulation. Any reporting to a peer review organization or external agency must be coordinated with Human Resources, the Chief Nursing Officer if nursing related, Pharmacy Director if applicable and/or the entity CEO.

#### 2.10. Confidentiality

- 2.10.1. All reasonable steps will be taken to keep information related to employee substance abuse and the results of any substance abuse tests confidential. Only persons with a well-defined need to know will be informed.

### **3. Definitions**

- 3.1. Substance Abuse - is defined as the use of any substance in a manner that deviates from accepted medical, social and legal patterns and includes:
  - (a) reporting to work, working, or otherwise pursuing Baptist business

while under the influence of, or impaired by, alcohol or any other drug;  
(b) chemical dependency on, or abuse of, alcohol or any other drug  
where the job performance or safety of employees, patients, or students  
is adversely affected; or (c) the use of any illegal drug.

- 3.2. Illegal Drug - any drug or substance whose possession and/or use is prohibited under state or federal law.
- 3.3. Improper use of Substance - all prescription drugs or over the counter drugs not legally obtained or not being used for the purpose or in the manner for which they were prescribed and/or manufactured.
- 3.4. Drug - any substance other than alcohol capable of altering the user's judgment, perception, mood, or impairing the user's physical or mental reactions.
- 3.5. Alcohol or Alcoholic Beverage - any consumable substance that has a measurable alcoholic content.

#### **4. Procedure**

- 4.1. Not applicable for this policy.

#### **5. Related Information**

- 5.1. None.



### **Statistics on Student Violations of the Drug and Alcohol Policy**

Data provided by the Dean of Students indicated that from January 2020 through December 2021, there were zero (0) campus alcohol violations and zero (0) campus drug violations addressed through the judicial processes in the Office of Student Services.

Zero fatalities occurred on campus related to the abovementioned violations.

During this same time Baptist University students were selected for testing based on random selection, reasonable suspicion or post-incident/unusual occurrence. In addition to students selected randomly for screening, Baptist University has a pre-clinical testing requirement to screen students entering the University's clinical courses. During the 2020 and 2021 calendar years there were **536** recorded drug and alcohol screens conducted on students.

### **Statistics on Violations of the Drug and Alcohol Free Workplace Policy**

There were zero (0) policy violation occurrences, and no testing (other than pre-hire screening) was performed on employees.

### **Education**

The overall purposes of the policies and offerings of the University related to drug and alcohol prevention and education are to create an environment, which promotes the health and wellness of students and employees, and to provide safe and effective care to clients by students and employees who are drug and alcohol free.

The educational offerings at the University include Policy information and where policies are found during new student orientation. Students also have access to information on general safety and crime prevention awareness. Throughout the year, additional programing is scheduled for ongoing awareness. All Baptist University new students are assigned suggested course modules through *Safe Colleges* (a *Vector Solutions* learning platform) on the topics of *Bystander Intervention for Students, Drug Awareness and Abuse, Alcohol Awareness for Students, Sexual Violence Awareness (Campus SaVE Act)*, and other modules when appropriate. All Safe Colleges courses to which Baptist University has access are also made available to all students.

Additionally, all faculty and staff must complete annual training on the topic of safety and security. Drug and alcohol awareness and the related health and legal risks are a component of this training. The Annual Security Report is distributed electronically annually to all faculty, staff and students and can be found on the Baptist University website at [www.https://www.baptistu.edu](https://www.baptistu.edu).

### **Counseling**

Baptist University of Health Sciences offers enrolled students on-campus counseling services and off-campus counseling services through CONCERN an employee Assistance Program of the Baptist Memorial Health Care Corporation. The University may also refer students to community resources as needed. Students can find more

information concerning counseling services in the Baptist Health Sciences University Handbook.

### **Safety and Security**

The Dean of Student Services is responsible for the enforcement of the University's alcohol and drug policy as it relates to violations of the law (e.g. underage drinking). The Dean maintains all records concerning infractions of this policy. The following statistics relate to the reported incidence of alcohol and drug crime on the University campus for the period January 2020 through December 2021:

Liquor Law Violations (arrests)	0
Drug Law Violations (arrests)	0

### **Student Health Services**

Students and employees of the University are given annually the health risks associated with alcohol and illicit drugs in the Annual Security Report. Additionally, student health services are provided to all students by the Baptist Minor Medical Center through a formal agreement with this agency.

### **Administrative Services**

Administrative Services is responsible for addressing alcohol and drug abuse issues with University employees. The Drug and Alcohol Free Workplace policy is published in the Faculty/Staff Handbook and, as such, is disseminated annually to all University employees. Employees who have an alcohol or substance abuse problem are eligible for assessment and assistance toward recovery within certain parameters.

## **Conclusions and Recommendations**

**Baptist University of Health Sciences is in compliance with the requirements and standards established by the Drug Free Schools and Communities Act.** The evidence continues to suggest that the University's Drug and Alcohol Policy is working and student's decisions concerning drug and alcohol are wise. Baptist University will continue to look for areas for improvement in awareness education.

The University's Drug and Alcohol Policy is distributed annually to all students and employees of the University. Baptist University of Health Sciences has in place clear goals and objectives to support the ongoing effort of drug and alcohol awareness. General recommendations for improvement to the University's Alcohol and Other Drug Program (AODP) include: a) enhanced campus communication regarding the AODP, b) continued evaluation of the current program and its effectiveness, and c) involvement with The Coalition of Healthy and Safe Campus Communities.

In line with the above mentioned general recommendations, the following action steps were taken during the 2019-2020 and 2020-2021 academic years:

1. Review Baptist University's policy
2. Continue to partner with the CHASCo
3. Provide drug and alcohol educational opportunities for students and staff
4. Engage students in prevention efforts
5. Prepare for and attempt to conduct the Health Minds Survey with students

#### **2022-2023 Goals continue:**

- To promote practices and protocols that are consistent with institutional policy and local, state, and federal laws, including the University's drug and alcohol policy.
- To promote healthy choices concerning the use of alcohol and other drugs, particularly in regard to illegal use, and the elimination of high-risk and harmful use.
- To promote a climate in which abstaining from alcohol and drug use is acceptable.
- To provide education in regard to the use of alcohol emphasizing ways to reduce the risks of negative consequences to self and others.
- To define prevention, education, intervention, and treatment policies and practices.
- To protect relevant legal rights of students.
- Continue the affiliation with the Tennessee Coalition of Healthy and Safe Campus Communities.

## **APPENDIX**

### **Health Risks Associated with the Use of Illicit Drugs and Alcohol**

The use of any illicit drug or abuse of alcohol is potentially hazardous to your health. Faculty, staff, and students should evaluate the health risks associated with use of illicit drugs or abuse of alcohol. Synthetically produced drugs may contain impurities and the true amounts and ingredients are rarely known. The effects of a drug may be significantly different with each use.

The U.S. Drug Enforcement Administration states: "The illegal importation, manufacture, distribution, and possession and improper use of controlled substances have a substantial and detrimental effect on the health and general welfare of the American people."

According to Ralph W. Hingson, SC.D., Professor of Social Behavioral Sciences and Associate Dean for Research at Boston University School of Public Health, "The harm that University students do to themselves and others as a result of excessive drinking exceeds what many would have expected." [NIH News Release - University Drinking Hazardous to Campus Communities Task Force Calls for Research-Based Prevention Programs](#)

The National Institute of Alcohol Abuse & Alcoholism (NIAAA) provides comprehensive information and resources associated with alcohol abuse. Some of the major health risks of alcohol abuse include alcohol dependence, lasting effects on the brain, sexual assault, and suicide. Visit: [www.niaaa.nih.gov](http://www.niaaa.nih.gov) for more information. For University students in particular, visit: [www.Universitydrinkingprevention.gov](http://www.Universitydrinkingprevention.gov).

Health risks associated with other drugs are available on the websites below:

- <https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties>
- <https://www.dea.gov/documents/2017/06/15/drugs-abuse#page=30>