

APPENDIX E

ILLICIT DRUGS, ALCOHOL, TOBACCO, AND FIREARMS POLICY

THEOLOGICAL STATEMENT

The rights and privileges a society bestows upon or withholds from those who comprise it indicate the relative esteem in which that society holds particular persons and groups of persons. Theologically, we affirm all persons as equally valuable in the sight of God. We, therefore, work toward societies in general and in our community in particular in which each person's value is recognized, maintained, and strengthened, as well as each person's good health. We encourage those choices and habits that lead to good physical, mental and spiritual health. We do not support those behaviors that place health at risk. At LTS, we believe the following:

1. God created us with appetites which when satisfied in wholesome and balanced ways facilitate life and are good. We all are at risk to satisfy our appetites in unhealthy and abusive ways. We affirm the right of each person to make individual decisions about the use of alcohol, tobacco and other legal drugs.
2. We affirm our historic tradition of high standards of personal discipline and social responsibility.
3. Being sisters and brothers of the Church of Jesus Christ or members of other faith groups involved in our community, we seek to live our lives in such a manner to honor God and not be an embarrassment to the church or to an arm of the church, this Seminary community.

INTRODUCTION

Since the use of alcohol and illegal drugs is a major factor in crime, disease, death and family dysfunction, we recognize the need for good information concerning risk and possible abuse of all drugs. We support educational programs encouraging responsible use of all legal drugs and abstinence from illicit drugs. Education is encouraged in appropriate classes, available literature, modeling by one another, and any other manner that is consistent and appropriate in our community practices.

We affirm our community is part of the larger society and support the laws of our city, county, state and federal governments. Accordingly, this policy has been developed to be in compliance with the Drug-Free Schools and Communities Act Amendment of 1989. Students, faculty and staff are herein notified of the standards of conduct while on Seminary property, on Seminary business, or at Seminary-sponsored activities. Further, government at all levels places the responsibility of all citizens to know the laws of the land, and, therefore, we assume members of this community to be good citizens.

DEFINITIONS

Intoxication means a disturbance of mental or physical capacities resulting from the introduction of substances into the body (KRS 501.010(2)); being under the influence of alcohol or other drugs, or both, which significantly impairs a person's ability to function (KRS 222.005(6)).

Public means affecting or likely to affect a substantial group of persons. (KRS 525.010(2)).

Public Place means a place to which the public or a substantial group of persons has access, and includes, but is not limited to, highways, transportation facilities, schools, places of amusements, parks, places of business, playgrounds, and hallways, lobbies and other portions of apartment houses and hotels not constituting rooms or apartments designed for actual residence. An act is deemed to occur in a public place if it produces its offensive or proscribed consequences in a public place. (KRS 525.010(3)). *On the Seminary campus, you are in a "public place" when you exit an apartment or townhouse.*

Under the Influence means having ingested an intoxicating substance in sufficient quantity to affect physical, mental, or emotional capabilities.

POLICY

1. All Seminary members are prohibited from the unlawful possession, use, dispensation, distribution, or manufacture of illicit drugs on Seminary property, on Seminary business, or at Seminary-sponsored activities.
2. All Seminary employees, as a condition of employment, and all students must notify the appropriate Seminary official of any criminal drug statute conviction for a violation occurring on Seminary property, during Seminary business, or at any Seminary-sponsored activity, no later than five days after such conviction. Although not required, it would be helpful to notify the appropriate Seminary official of charges made.
3. Students and employees are required to abide by the laws of the state in which they reside concerning alcoholic beverages and tobacco use, and when in Kentucky by Kentucky state laws.
4. Public intoxication and being publicly under the influence on campus are prohibited and unlawful by the Ordinances of our County. Seminary policy prohibits being intoxicated or under the influence in public areas of campus.
5. No smoking or use of tobacco in any form is allowed in Mandrell Hall, the Administration and Classroom building; Bosworth Memorial Library; Chapel; or public gatherings of the community. Smoking containers for cigarette butts are furnished at the entrances of each of these buildings for smokers to discard cigarettes or other tobacco products.
6. For training, professional resources, and appropriate referral, students and faculty members are encouraged to contact the Dean; and staff is encouraged to contact the Chief Financial Officer.

SANCTIONS

1. The first violation of being in possession of or using illicit drugs on Seminary property, on Seminary business, or at a Seminary-sponsored activity results in students being placed on probation and employees being placed under supervision of their respective administrative heads for five months. Demonstration that they are “clean of illicit drugs” at the end of that period of time by urine analysis or other appropriate test is required. A positive test results in expulsion or dismissal.
2. Further violation of being in possession of or using illicit drugs results in expulsion or dismissal.
3. Conviction of dispensation, distribution, or manufacture of illicit drugs on Seminary property, on Seminary business, or at a Seminary-sponsored activity results in expulsion or dismissal.
4. The first reported instance of public intoxication or being publicly under the influence on campus results in students being counseled by the Dean, faculty being counseled by the President, and staff being counseled by the appropriate administrative officer. If guilty, the counseling includes a written reprimand and warning. Individual housing units are not considered public.
5. The second instance of public intoxication or being publicly under the influence on campus results in students being placed on probation and faculty and staff being placed under supervision for five months and entering professional alcohol/drug treatment. A letter of satisfactory progress during treatment is required to be released from probation/supervision. If satisfactory progress has not been made after five months of treatment, the faculty will determine whether to continue the probationary period, suspend, or dismiss a student; the administrative officers will determine what further action is needed for employees. Refusing treatment results in expulsion or dismissal. Costs for treatment are the patient’s responsibility.
6. Violation of the smoking policy results in a written reprimand for the first violation, a written warning of expulsion or dismissal for the second violation, and expulsion or dismissal for the third.
7. No students or employees will be sanctioned if they seek help with a drug and/or alcohol related problem, work with the supervision of the appropriate administrative official, and do not violate this policy.
8. All incidents will be documented and placed in the permanent file.

FIREARMS POLICY

Lexington Theological Seminary prohibits the possession of any firearm or deadly weapon on Seminary property or at Seminary-sponsored events, even if an individual has been issued a license by the State or is otherwise legally permitted to carry a weapon.

POLICY DISTRIBUTION & REVIEW

By virtue of its inclusion in the *Handbook*, this policy statement and any revisions shall be considered to be distributed annually to students, faculty, and staff. The Dean and Chief Financial Officer shall review and interpret the policies and procedures relevant to this policy statement on an annual basis. These two administrators shall be jointly responsible for maintaining records of the annual review of this policy statement.