



San Francisco
Theological Seminary

Mandatory Notification of the SFTS Drug-Free Community Policy (Revised September 2016)

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226) and its implementing regulations, San Francisco Theological Seminary provides this notice to its students and employees concerning the seminary's drug-free community policy:

SFTS DRUG-FREE COMMUNITY POLICY

SFTS prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol on SFTS property and/or in connection with any SFTS program or activity. Those who use illegal drugs or who illicitly use legal drugs— including but not limited to alcohol—are in violation of the law and of SFTS regulations. SFTS further prohibits the abusive use of alcohol on seminary property and/or in connection with any SFTS program or activity. Students, faculty, and staff are required to notify the seminary of any criminal drug statute conviction for a violation occurring anywhere on campus no later than five days after the conviction.

All members of the seminary community are accountable to the law and to SFTS regulations. Pursuant to applicable disciplinary procedures, the seminary will impose sanctions under its policies for violations of these standards of conduct. For students, violations of this policy may result in disciplinary sanctions up to and including suspension and/or dismissal from the seminary, pursuant to the disciplinary procedures set forth in the Student Handbook. For employees of the seminary, violations of this policy may result in disciplinary sanctions up to and including termination, pursuant to the provisions of the Employee Handbook.

Anyone involved in dealing or providing illegal drugs is subject to immediate suspension or termination from the Seminary. The President, the Dean, and the Chief Personnel Officer shall have the authority to remove individuals from SFTS housing and/or to terminate them from the employment of SFTS when they believe there is a threat to the safety, health, or well-being of the Seminary community or a member thereof.

In disciplinary proceedings, the association of drugs with problem behavior will be seen as an exacerbating factor, not a mitigating one, and will not constitute an acceptable excuse for such behavior.

In addition to these disciplinary sanctions, those reported as being involved in drug possession, use, or distribution may also be required to meet with a counselor for evaluation, for factual advising, and/or for counseling as appropriate.

Legal Sanctions

Members of the seminary community should also be aware that the unlawful possession, use, or distribution of illicit drugs and alcohol can subject them to legal sanctions under federal, state, and local law, including substantial fines and/or imprisonment. Information on federal criminal penalties can be found at the website for the U.S. Drug Enforcement Agency (DEA) <https://www.dea.gov/druginfo/ftp3.shtml> and at <https://www.fas.org/sgp/crs/misc/RL30722.pdf> (a summary of drug penalties prepared by the Congressional Research Service). Information on criminal penalties under California state law can be found at <http://www.leginfo.ca.gov/cgi-bin/displaycode?section=hsc&group=11001-12000&file=11350-11356.5> and <http://www.leginfo.ca.gov/cgi-bin/displaycode?section=hsc&group=11001-12000&file=11550-11555>. With regard to alcohol, under California law, alcohol may be legally served and sold only to individuals 21 years of age or older. The law forbids misrepresenting one's age for the purpose of purchasing and consuming alcoholic beverages.

Health Risks of Substance Abuse

SFTS prohibits the use of illegal drugs and the abuse of alcohol not only as a matter of law, but also out of concern for public and personal health. Drug abuse carries with it a number of health risks, including impaired judgment, addiction, and damage to both physical and mental health. The National Institute on Drug Abuse offers comprehensive information on the specific health impacts of drug abuse at <https://www.drugabuse.gov/related-topics/medical-consequences-drug-abuse>

How to Get Help for Substance-Abuse and Addiction Issues

A number of resources are available – both at SFTS and in the broader community – to help with substance-abuse and addiction issues. Education, counseling, and referral services are available for those who are troubled by the use of legal or illicit drugs—their own and that of others.

Members of the seminary community may access confidential counseling and referral services through Pastoral Care Associate Lucas Walker, who has a background in social work and crisis counseling. The Pastoral Care Associate can direct individuals to specialized community resources for dealing with substance-abuse and addiction issues. Seeking confidential help from or being referred to those services will not, by itself, result in disciplinary action; individual privacy will be respected in the counseling process.

Members of the community may also seek support through the Chaplain's Office, and students may access further counseling services through the seminary's subsidized voucher program. The seminary's voucher program (described in the Student Handbook) supports students' access to counselors, a number of whom practice at the nearby Interfaith Counseling Center: <http://interfaithcc.org/>

There are also a number of drug and alcohol counseling, treatment, and rehabilitation programs in the area, including those identified in the following directories:

Marin: <http://www.addicted.org/directory/category/marin-county.html>

East Bay: <http://www.addicted.org/directory/category/alameda-county.html>

San Francisco: <http://www.addicted.org/san-francisco-addiction-services.html>

In addition, those seeking help with substance-abuse issues may call Marin County Teleservice at 415-499-0400 for referral to an Alcoholics Anonymous program near you, or 877-612-STEP for the 24-hour Marin Narcotics Anonymous Help Line.

The seminary's drug and alcohol policies are reviewed and updated periodically. For the most recent update to these policies, please see the SFTS website's Policies page.

The seminary's most recent biennial review of its drug and alcohol policies was completed in August 2016, and is available from the Office of the Associate Dean of Student Life and from the Office of Human Resources.

Updated and Approved: September 12, 2016