



# COVENANT COLLEGE

DRUGFREE SCHOOL AND  
COMMUNITIES ACT OF 1989  
(Public Law 101-226)

June 2017

# Effectiveness of Covenant College's Alcohol and Drug Awareness Program

The Alcohol and Drug Education Program on campus is administered by Health Services and Student Development. The program consists of working with students and the Student Development Office to celebrate Alcohol Awareness Week the last of February before Spring Break and creating bulletin boards with this emphasis and distributing pamphlets and information to five locations on campus.

The Drug-free Schools Act Brochure is distributed to all faculty, staff and students once each semester. This brochure outlines the following:

1. The school's policy on alcohol and drugs,
2. The consequences for not abiding by this policy, the legal sanctions under local, state and federal law for unlawful possession, use or distribution of illicit drugs and alcohol
3. The health risks associated with the use of illicit drugs and abuse of alcohol
4. A description of counseling and treatment programs available to student, faculty and staff.

The American College Health Association National College Health Assessment (ACHA-NCHA) was again given to our student population. During the weeks of February 13, 20 and 27th, 2017 this survey was given to a random cross-section of students. Seven hundred and ninety eight students were asked to take the ACHA-NCHA via a web-based format. Of the 798 students asked to take this survey 332 students responded. That is a 41.6% response rate. The results of Covenant's survey are as follows:

## Alcohol, Tobacco and Other Drug Use

Alcohol	Actual Use					
	Covenant College		2015		2017	
Percent (%)	Male	Female	Total	Male	Female	Total
Never used	39.5	<b>37.7</b>	54.9	<b>51.0</b>	49.8	<b>45.6</b>
Used, but not in the last 30 days	46.5	<b>40.0</b>	25.3	<b>38.9</b>	32.0	<b>39.3</b>
Used 1-9 days	12.8	<b>16.2</b>	19.8	<b>8.6</b>	17.8	<b>11.8</b>
Used 10-29 days	0.0	<b>4.6</b>	0.0	<b>1.5</b>	0.0	<b>2.7</b>
Used all 30 days	1.2	<b>1.5</b>	0.0	<b>0.0</b>	0.4	<b>0.6</b>
<i>Any use within the last 30 days</i>	14.0	<b>22.3</b>	19.8	<b>10.1</b>	18.2	<b>15.1</b>

<b>Nationwide</b>	2015	<b>2017</b>	2015	<b>2017</b>	2015	<b>2017</b>
Percent (%)	Male		Female		Total	
Never used	22.9		20.3		21.3	
Used, but not in the last 30 days	12.2		14.6		13.9	
Used 1-9 days	46.6		51.5		49.8	
Used 10-29 days	16.8		12.9		14.1	
Used all 30 days	1.6		0.6		0.9	
<i>Any use within the last 30 days</i>	64.9		65.0		64.9	

## Cigarette

## Actual Use

<b>Covenant College</b>	2015	<b>2017</b>	2015	<b>2017</b>	2015	<b>2017</b>
Percentage (%)	Male		Female		Total	
Never used	82.6	<b>74.8</b>	89.6	<b>91.4</b>	87.4	<b>84.9</b>
Used, but not in the last 30 days	14.0	<b>16.8</b>	7.7	<b>8.1</b>	9.6	<b>11.4</b>
Used 1-9 days	2.3	<b>4.6</b>	2.2	<b>0.5</b>	2.2	<b>2.1</b>
Used 10-29 days	0.0	<b>1.5</b>	0.0	<b>0.0</b>	0.0	<b>0.6</b>
Used all 30 days	1.2	<b>2.3</b>	0.5	<b>0.0</b>	0.7	<b>0.9</b>
<i>Any use with the last 30 days</i>	3.5	<b>8.4</b>	2.7	<b>0.5</b>	3.0	<b>3.6</b>

<b>Nationwide</b>	2015	<b>2017</b>	2015	<b>2017</b>	2015	<b>2017</b>
Percentage (%)	Male		Female		Total	
Never used	68.6		76.4		73.8	
Used, but not in the last 30 days	17.4		14.8		15.7	
Used 1-9 days	8.5		5.3		6.4	
Used 10-29 days	2.3		1.3		1.7	
Used all 30 days	3.3		2.1		2.5	
<i>Any use with the last 30 days</i>	14.0		8.8		10.6	

## Marijuana

### Actual Use

<b>Covenant College</b>	2015	<b>2017</b>	2015	<b>2017</b>	2015	<b>2017</b>
Percentage (%)	Male		Female		Total	
Never used	95.3	<b>85.5</b>	94.0	<b>93.4</b>	94.4	<b>90.4</b>
Used, but not in the last 30 days	3.5	<b>8.4</b>	5.5	<b>6.1</b>	4.8	<b>6.9</b>
Used 1-9 days	1.2	<b>3.8</b>	0.5	<b>0.5</b>	0.7	<b>1.8</b>
Used 10-29 days	0.0	<b>1.5</b>	0.0	<b>0.0</b>	0.0	<b>0.6</b>
Used all 30 days	0.0	<b>0.8</b>	0.0	<b>0.0</b>	0.0	<b>0.3</b>
<i>Any use with the last 30 days</i>	1.2	<b>6.1</b>	0.5	<b>0.5</b>	0.7	<b>2.7</b>

<b>Nationwide</b>	2015	<b>2017</b>	2015	<b>2017</b>	2015	<b>2017</b>
Percentage (%)	Male		Female		Total	
Never used	58.5		62.1		60.9	
Used, but not in the last 30 days	21.5		22.5		22.1	
Used 1-9 days	11.6		10.6		10.9	
Used 10-29 days	5.1		3.2		3.8	
Used all 30 days	3.3		1.6		2.2	
<i>Any use with the last 30 days</i>	20.0		15.4		16.9	

## All other drugs combined\*

### Actual Use

<b>Covenant College</b>	2015	<b>2017</b>	2015	<b>2017</b>	2015	<b>2017</b>
Percentage (%)	Male		Female		Total	
Never used	62.8		84.7		77.8	
Used, but not in the last 30 days	29.1		12.0		17.4	
Used 1-9 days	7.0		3.3		4.4	
Used 10-29 days	0.0		0.0		0.0	
Used all 30 days	1.2		0.0		0.4	
<i>Any use with the last 30 days</i>	8.1		3.3		4.8	

\*Includes cigars, smokeless tobacco, cocaine, methamphetamine, other amphetamines, sedatives, hallucinogens, anabolic steroids, opiates, inhalants, MDMA, other club drugs, other illegal drugs.

<b>Nationwide</b>	2015	2017	2015	2017	2015	2017
	Percentage (%)		Male	Female	Total	
Never used	59.0		75.1		69.8	
Used, but not in the last 30 days	23.7		17.1		19.3	
Used 1-9 days	11.9		6.0		7.9	
Used 10-29 days	2.5		1.1		1.6	
Used all 30 days	2.8		0.7		1.4	
<i>Any use with the last 30 days</i>	17.2		7.8		10.9	

\*Includes cigars, smokeless tobacco, cocaine, methamphetamine, other amphetamines, sedatives, hallucinogens, anabolic steroids, opiates, inhalants, MDMA, other club drugs, other illegal drugs.

- 0.0% of Covenant College students reported driving after having **5 or more drinks** in the last 30 days.\* This did not decrease or increase from 0.0% in the 2015 survey.
- 19.0% of Covenant College students reported driving after having **any alcohol** in the last 30 days. \* This is an increase from 14.2% in the 2015 survey.
- 1.9% of the Nationwide college students reported driving after having **5 or more drinks** in the last 30 days.\* This is from the 2015 survey.
- 20.2% of the Nationwide college students reported driving after having **any alcohol** in the last 30 days.\* This is from the 2015 survey.

\*Students responding “N/A, don’t drive” and “N/A don’t drink” were excluded from this analysis

**Reported number of drinks consumed the last time students “partied: or socialized.** Only students reporting one or more drinks were included.

<b>Covenant College</b>	2015	2017	2015	2017	2015	2017
	Percentage (%)		Male	Female	Total	
4 or fewer	56.7	<b>76.7</b>	86.5	<b>89.5</b>	75.6	<b>84.3</b>
5	20.0	<b>7.0</b>	5.8	<b>5.3</b>	11.0	<b>5.9</b>
6	13.3	<b>2.3</b>	3.8	<b>3.5</b>	7.3	<b>2.9</b>
7 or more	10.0	<b>14.0</b>	3.8	<b>1.8</b>	6.1	<b>6.9</b>

<b>Nationwide</b>	2015	2017	2015	2017	2015	2017
Percentage (%)	Male		Female		Total	
4 or fewer	48.8		68.4		62.1	
5	11.5		12.0		11.9	
6	9.2		7.6		8.1	
7 or more	30.5		12.0		18.0	

**Reported number of times college students consumed five or more drinks in a sitting within the last two weeks:**

<b>Covenant College</b>	2015	2017	2015	2017	2015	2017
Percentage (%)	Male		Female		Total	
N/A don't drink	51.2	<b>50.4</b>	54.3	<b>61.6</b>	53.1	<b>56.9</b>
None	44.2	<b>44.3</b>	43.5	<b>35.4</b>	43.9	<b>39.2</b>
1-2 times	4.7	<b>3.1</b>	1.6	<b>2.0</b>	2.6	<b>2.4</b>
3-5 times	0.0	<b>0.8</b>	0.5	<b>1.0</b>	0.4	<b>0.9</b>
6 or more times	0.0	<b>1.5</b>	0.0	<b>0.0</b>	0.0	<b>0.6</b>

<b>Nationwide</b>	2015	2017	2015	2017	2015	2017
Percentage (%)	Male		Female		Total	
N/A don't drink	25.1		22.8		23.7	
None	35.7		48.7		44.4	
1-2 times	24.7		20.9		22.1	
3-5 times	11.2		6.0		7.7	
6 or more times	3.3		1.5		2.1	

**Percent of college students who reported using prescription drugs that were not prescribed to them within the last 12 months:**

<b>Covenant College</b>	2015	2017	2015	2017	2015	2017
Percentage (%)	Male		Female		Total	
Antidepressants	0.0	<b>2.3</b>	2.2	<b>3.0</b>	1.5	<b>2.7</b>
Erectile dysfunction drugs	0.0	<b>0.0</b>	0.0	<b>1.5</b>	0.0	<b>0.9</b>
Pain killers	7.0	<b>0.0</b>	2.2	<b>4.5</b>	3.7	<b>3.0</b>
Sedatives	0.0	<b>0.0</b>	0.0	<b>2.0</b>	0.0	<b>1.2</b>
Stimulants	1.2	<b>2.3</b>	1.1	<b>4.0</b>	1.1	<b>3.3</b>
<i>Used 1 or more of the above</i>	7.0	<b>3.8</b>	4.9	<b>9.1</b>	5.6	<b>7.2</b>

<b>Nationwide</b>	2015	2017	2015	2017	2015	2017
Percentage (%)	Male		Female		Total	
Antidepressants	1.6		2.3		2.1	
Erectile dysfunction drugs	0.9		0.3		0.5	
Pain killers	5.9		4.9		5.2	
Sedatives	3.7		3.0		3.2	
Stimulants	9.1		6.4		7.3	
<i>Used 1 or more of the above</i>	13.8		11.8		12.5	

**College students who drank alcohol reported the following consequences occurring in the last 12 months as a result of their own drinking:\***

<b>Covenant College</b>	2015	2017	2015	2017	2015	2017
Percentage (%)	Male		Female		Total	
Did something you later regretted	25.0	<b>14.1</b>	22.4	<b>21.9</b>	23.3	<b>18.0</b>
Forgot where you were or what you did	20.0	<b>4.8</b>	14.5	<b>8.2</b>	16.4	<b>6.5</b>
Got in trouble with the police	0.0	<b>0.0</b>	0.0	<b>1.4</b>	0.0	<b>0.7</b>
Had sex with someone without giving your consent	0.0	<b>1.6</b>	1.3	<b>1.4</b>	0.9	<b>1.5</b>
Had sex with someone without getting their consent	0.0	<b>0.0</b>	0.0	<b>0.0</b>	0.0	<b>0.0</b>
Had unprotected sex	2.5	<b>3.2</b>	3.9	<b>5.6</b>	3.4	<b>4.4</b>
Physically injured yourself	5.0	<b>1.6</b>	3.9	<b>4.2</b>	4.3	<b>2.9</b>
Physically injured another person	2.5	<b>0.0</b>	0.0	<b>0.0</b>	0.9	<b>0.0</b>
Seriously considered suicide	0.0	<b>0.0</b>	2.6	<b>1.4</b>	1.7	<b>0.7</b>
<b><i>Reported one or more of the above</i></b>	37.5	<b>17.2</b>	28.6	<b>26.0</b>	31.6	<b>21.6</b>

<b>Nationwide</b>	2015	2017	2015	2017	2015	2017
Percentage (%)	Male		Female		Total	
Did something you later regretted	34.3		34.0		34.1	
Forgot where you were or what you did	31.1		28.1		29.0	
Got in trouble with the police	3.7		1.8		2.5	
Had sex with someone without giving your consent	1.3		2.5		2.1	
Had sex with someone without getting their consent	0.5		0.2		0.3	
Had unprotected sex	22.6		19.7		20.6	
Physically injured yourself	14.2		12.5		13.1	
Physically injured another person	2.4		1.0		1.5	
Seriously considered suicide	3.0		2.7		2.9	
<b><i>Reported one or more of the above</i></b>	53.1		49.7		50.8	

The Alcohol and Drug Awareness programming planned and executed is as follows:

**April 2017**

**Alcohol Awareness**

Alcohol Awareness pamphlets were set out in the Great Hall during the month of April. The first pamphlet was national vs. campus specific statistics and the second pamphlet was practical information about alcohol and drinking. Alcohol Awareness posters were also posted around campus on bulletin boards. In addition a campus climate survey was administered during the spring to highlight the relationship between alcohol use and unhealthy sexual behaviors.



In compliance with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), Covenant College provides the following educational services and information:

The annual distribution to each student and employee:

- A. Standards of Conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of drugs and alcohol by students and employees on your institution's property or as any part of your institution's activities.

The **Student Handbook**, (section "Standards of conduct), clearly states that the possession or use of illicit drugs and alcohol are prohibited (See Appendix C).

The **Student Handbook**, (section "Standards of Conduct), clearly states that the possession or use of illicit drugs and alcohol are prohibited and may result in suspension (See Appendix C).

The **Staff Manual** (section 2.3) clearly states that the possession or use of drugs and alcohol are prohibited and will result in possible termination of employment (See Appendix D).

The **Staff Manual** (section 8.4) clearly states that an employee that is "working under the influence of alcohol or illegal drugs, or possessing same on college property" may be immediately discharged. (See Appendix D)

The **Faculty Manual** informs all faculty members that they are to abide by the Standards of conduct in the Student Handbook. (See Appendix E)

The **Faculty Manual** informs all faculty members that use or possession of a controlled substance by any employees is strictly prohibited. It also states that any employee found to have use or sell such substances can be immediately terminated. (See Appendix E)

- B. A description of the applicable legal sanctions under local, state and federal law for unlawful possession, use or distribution of illicit drugs and alcohol.

The **Student Handbook**, section "Standards of Conduct, clearly states that the possession or use of illicit drugs and alcohol are prohibited (See Appendix C)

All students are directed to the Covenant College website to view the **Student Handbook** annually. All employees have access to the **Student Handbook** on the college's website. The Standards of Conduct section clearly states the institutional, state, and federal law, policies and sanctions for the unlawful possession or distribution of illicit drugs and alcohol (See Appendix C).

- C. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.

Pamphlets presenting the health risks associated with the use of illicit drugs and the abuse of alcohol are available in the Health Services waiting room. Health Services also celebrates Alcohol Awareness Week. During this time information regarding the health risk of alcohol and other illicit drugs are presented through a bulletin board display.

Critical Health Issues (HPE-313) reviews “...current health issues including drug education, AIDS, family planning, and environmental and consumer concerns with values clarification...” (See Appendix G)

- D. A description of any drug and alcohol counseling, treatment, or rehabilitation programs available to students and employees.

Information about available alcohol or drug counseling, treatment, or rehabilitation facilities is available through Health Services or the schools counseling service (See Appendix H).

- E. A clear statement that your institution will impose sanctions on students and employees (consistent with local, state and federal law) and a description of these sanctions, up to and including expulsion or termination of the employment and referral for prosecution for violations of the standards of conduct.

The **Student handbook** clearly states that a violation of civil law may result in disciplinary action by the college termination a student’s enrollment (See Appendix C).

The **Staff Manual** (section 8.3) clearly states that an employee that is “working under the influence of alcohol or illegal drugs, or possessing same on college property” may be immediately discharged. (See Appendix D)

The **Faculty Manual** clearly states that a Faculty member that violates a Civil Law may be terminated by the college. (See Appendix E)

# APPENDIX A

## THE ACADEMIC BULLETIN

# Student Development

The Office of Student Development provides essential services to the achievement of Covenant's educational goals. Student Development is responsible to build a co-curricular community that enhances academic inquiry, provides a safe campus environment in which to live and study and designs co-curricular opportunities that seek to educate students personally, socially, physically, vocationally and intellectually – all of which are areas of spiritual growth.

Student Development provides the following services: New Student Orientation, Student Life, Residence Life, Intercollegiate and Intramural Athletics, Housing, Academic Support, Student Government, Diversity Program, Priesthill Services (Health and Counseling), Standards of Conduct enforcement, Practical Service, Safety and Security, and works in association with the Chapel, and the Center for Calling & Career.

Please refer to the Student Handbook on the Covenant Web site at [www.covenant.edu/studenthandbook](http://www.covenant.edu/studenthandbook) for information regarding student Standards of Conduct and other student development program details. Questions can also be directed to the Office of Student Development at 706.419.1107 or e-mail [studentdevelopment@covenant.edu](mailto:studentdevelopment@covenant.edu).

## APPENDIX B

THE ADMISSIONS APPLICATION  
[www.covenant.edu/pdf/admissions/trad/application.pdf](http://www.covenant.edu/pdf/admissions/trad/application.pdf)

# APPENDIX C

## THE STUDENT HANDBOOK

# The Students' Standards of Conduct

Students must conduct themselves in a way which reflects a commitment to holy living: doing what the Bible requires, abstaining from what the Bible forbids, and carefully discerning the will of God in every area of life. In addition, the College believes that there are some practices which, though they may not necessarily go against specific biblical teachings, are not in the best interest of others in the community.

- Students at Covenant are to practice all the virtues taught in the Scriptures such as: self-discipline, modesty, patience and honesty and are expected to worship in a local church regularly.
- Students are also required to abstain from all activities which violate Biblical teachings such as: theft, drunkenness, slanderous or profane language, all forms of dishonesty including cheating, and sexual sins (such as premarital sex, adultery, homosexual behavior and the use or possession of obscene or pornographic material). Students must reject all sinful attitudes such as greed, jealousy, pride, lust and prejudice against those of a different race, gender, socio-economic status, etc.
- Additionally, students are to use wisdom and Christ-like discretion in the application of Biblical principles to decisions regarding all areas of life such as: the involvement with various forms of media, all non-college organizations, social interaction, and the physical expression of intimacy in relationships. When students are off campus, they should select places of business, organizations, or events that would promote and support the Standards of Conduct. Students are expected to use discretion by avoiding events that are not primarily for Christ-like edification and social interaction. Students should avoid, and encourage one another to avoid, dancing in places of business, events or organizations that primarily exist to serve alcohol, encourage lewd behavior or inappropriate physical intimacy and/or sexual behavior.
- The Scriptures call us to obey the authorities which have been placed over us in the civil government. All students are required to uphold local, state and federal law except on the rare occasions when compliance with the civil authority may be in conflict with the Scriptures. Students violating any civil law such as: possession of illegal substances, underage drinking, illegal possession of firearms, physical or verbal harassment, gambling, copyright violations, illegal entry, the possession, sale and use of fireworks, etc., may be referred to the civil authorities for prosecution, and may also be subject to disciplinary action by the College.
- The College has established rules and guidelines with which all students are required to comply whenever they are on campus. Most of these are outlined in the Residence Hall Manual which includes guidelines for quiet study hours in the residence halls and safety guidelines such as no firearms and/or open flames on campus without expressed permission from one of the resident directors or a student dean. Students are also required to obey rules set by other various departments including, but not limited to the Library and Technology Services, and must comply with all safety and parking guidelines outlined by Facilities Management.

- Students are prohibited at all times -- whether they are on or off the campus -- from the possession and use of alcohol and/or tobacco. The only exceptions to this policy are:
  1. When students are away from the College community during official College breaks,
  2. When students are under the authority of their parents or their church,
  3. In the extraordinary circumstance on a trip to a foreign culture where to refuse a single, ceremonial drink would be construed as rude by the host, and
  4. For students who are at least 25 years of age or married and are living off campus in non-college housing. These students may never possess or use alcohol or drugs on campus, nor off campus in the presence of students still under these restrictions.

In each of these exceptions, the College does not permit students to violate biblical directives or civil authorities by getting drunk or by drinking under the legal age. Students who violate these rules may still be subject to discipline by the College. Additionally, students may not come to campus exhibiting any discernible signs of alcohol or tobacco use, even if the usage occurred in the presence of the student's parents or church.

- Students found in violation of these Standards of Conduct will receive disciplinary action from the college. The College recognizes that some breeches of the Standards of Conduct are best handled through punitive discipline, some by extended counseling or involvement with an outside agency or church and others by informal admonishment. The College reserves the right to handle each situation in the manner which it deems to be most effective for the correction and development of the individual(s) involved, as well as in the best interest of the College community.

These Standards of Conduct apply from the first day of residency or moving personal belongings into residence, and/or first day of classes, which ever comes first, to the last day of residency, the last class and/or the last academic function for the term, whichever comes last.

## **FEDERAL AND STATE LAWS REGULATING CAMPUS CONDUCT**

### **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act**

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act is the landmark federal law, originally known as the Campus Security Act that requires colleges and universities across the United States to disclose information about crime on and around their campuses. In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Covenant College publishes an annual report disclosing campus security policies and three years worth of selected crime statistics. The hard-copy report is available upon request in the Physical Plant Office. Covenant will make timely warnings to the campus community about crimes that pose an ongoing threat to students and employee and maintain a public crime log. The Campus Crime Report publishes information for the following 7 major categories of criminal homicide, sex offenses, robbery; aggravated assault; burglary; motor vehicle theft; and arson.



Covenant is also required to report liquor law violations, drug law violations and illegal weapons possession.

### **Campus Crime Report**

Pursuant to the provisions of the “Crime Awareness and Campus Security Act” (Title II of Public Law 101-542) signed into law on November 8, 1990, Covenant College makes campus crime rates and statistics, as well as security policies and procedures, available in the Facilities Management office to interested persons.

### **The Wetterling Act – Sexually Offender Registration Act**

The Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act (Wetterling Act) requires the State’s Obligation to distribute information about sex offenders already required to register in a State to provide notice, as required under State law, to each institution of higher education in that State at which the person is employed, carried on a vocation, or is a student. The State must then notify the institution "promptly."

The College is required to advise the campus that this national registry information is available at <http://www.ganet.org/gbi/sorsch.cgi>. Mr. Wallace Anderson, Vice-President for Enrollment Management, is responsible to serve as the first contact for the State. If there are any questions about this Act, please contact Mr. Anderson at [wanderson@covenant.edu](mailto:wanderson@covenant.edu) or 706-419-1172.

### **Sexual Harassment Policy**

Covenant College will not allow any form of sexual harassment or any such conduct that has the purpose or effect of interfering with an individual’s work performance or creating an intimidating, hostile or offensive work or classroom environment.

Covenant College considers a position against sexual harassment to be thoroughly consistent with the overall mission of the College and its long-standing commitment to traditional Christian values as presented in the Holy Scriptures. Sexual harassment transgresses holy law and in addition, is a form of illegal discrimination that is abhorrent to the College. Consequently, it is the obligation of each member of the Covenant College community—administrators, faculty, staff, and students – to adhere to this anti-harassment policy.

Sexual harassment is defined to include but not limited to: any unwelcome sexual advance either verbal or physical where submission to the advance is either an explicit or implicit term or condition of employment or enrollment, submission to or rejection of the advance is used as the basis for making employment or enrollment decisions, or such conduct as interferes with an individual’s work performance or creates an intimidating, hostile or offensive work or classroom environment. Examples of sexual harassment are: explicit or implicit promise of career advancement, training, awards, lax time-keeping, or acceptance of lower standards of performance in return for sexual favors; explicit or implicit threats that if sexual conduct is rejected, the employee or student will not be promoted, will receive a poor employment evaluation or grade, or will be assigned to a less desirable position/location; or deliberate, repeated, unsolicited verbal comments, gestures, or physical actions of a sexual nature (e.g., hostile or offensive) thus creating an intimidating working or classroom atmosphere for the employee or student. Sexual harassment as defined in this policy also includes visual forms of a sexual nature (e.g., signs, posters, and the like) unless part of the curriculum. Sexual harassment of any employee or student, whether in a supervisory or pedagogical relationship or not, is prohibited.

Should such conduct occur, be experienced or observed, it should be reported to the employee's immediate supervisor, the Director of Human Resources or a senior administrator for faculty or staff. An investigation will be promptly initiated, and the findings will be reported to the senior administrator of the complainant. The College will do its utmost to respect the privacy of all parties involved in the investigation while taking such steps as are necessary to investigate and resolve the complaint.

Any sexual harassment is considered to be a major violation of College policy and will be dealt with accordingly by corrective counseling and/or suspension or termination depending upon the severity of the violation.

### **On-campus Alleged Sexual Assault Assistance**

If you have been a victim of a sexual assault, you should immediately contact one of the following individuals to assist you through this difficult time:

- the College nursing staff
- a College counselor
- the Dean of Students
- the Associate Dean of Students
- a Resident Director or a Resident Advisor

Each of these individuals will help the student think through the following expectations: the notification options for law enforcement authorities (including local police), medical authorities, and the option to be assisted by campus authorities.

- The student should immediately go to the hospital for care or the collection of evidence if necessary without prior showering or attempt at person hygiene. A College nursing staff, a College counselor, a resident director or a student dean will be more than willing to help and accompany the student(s) to the hospital.
- The College staff person or Dean will protect the specific on-campus location where the assault took place to secure evidence. All evidence is essential to proper resolution of a sexual assault.
- The College staff person or dean will assist the student in determining the existing campus and community counseling, mental health or student services available for student victims of sexual assault.
- The College staff person or dean will assist the student regarding the options and available assistance to notify proper law enforcement authorities, changing academic and living arrangements precipitated by the offense if requested by the victim and if these changes are reasonably available and if the student so chooses.
- The accuser and the accused are entitled to the same opportunities to have others present during campus disciplinary proceedings.
- Both the accuser and the accused shall be informed of the outcome of any campus disciplinary proceedings brought alleging sexual assault.

## **College Policies and Programs against Sexual Assault**

Covenant College and the office of Student Development initiate the following policies, programs, or services to encourage appropriate Biblical behaviors and discourage unbiblical sexual activity:

- Curricular and core course goals that teach a student's identity in Christ, Biblical frame of reference and service which is Christian.
- The Student's Standards of Conduct that require Biblical behavior signed by all students entering the college.
- Institutional policies against sexual harassment (see below).
- Institutional policies against public indecency (see below).
- Institutional policies against hazing (see below).
- Institutional policies regarding on-campus alleged sexual assault assistance (See below)
- New Student Orientation
- Health Services Education programs that promote awareness of rape, acquaintance rape and other sexual offenses
- Counseling Services that care for students seeking counsel
- Residence Director and Resident Assistant Training
- Chapel speakers
- State Laws Against Sexual Assault

Sexual assault is a sin and is prohibited by the Scriptures, Covenant's Standards of Conduct and federal and state law. The Westminster Confession of Faith provides a wonderfully clear statement as to sexual behavior prior to, during and after marriage:

"The duties required in the seventh commandment are chastity in body, mind, affections, words and behavior; and the preservation of it in ourselves and others; watchfulness over the eyes and all the senses; temperance, keeping of chaste company, modesty in apparel; marriage by those that have not the gift of continency, conjugal love, and cohabitation; diligent labor in our callings; shunning all occasions of uncleanness, and resisting temptations thereunto."

## **FERPA - The Family Educational Rights and Privacy Act of 1974**

The Family Educational Rights and Privacy Act of 1974 (FERPA) was designed to transfer parental "rights" to their "adult" child when he or she enrolls in college. Therein students have the right to:

- inspect and review all records that are directly related to them and are maintained by an educational agency, institution or by a party acting for the agency or institution,
- seek amendment of records that they believe to be inaccurate, misleading, or otherwise in violation of their privacy rights,
- consent to disclosures of personally identifiable information contained in their educational records,
- file a complaint with the Department of Education concerning alleged failures by the educational agency or institution to comply with the requirements of the Act.

The College is required to protect the privacy of educational records, establish the process for students to inspect and review their educational records and provide guidelines for the correction of inaccurate or misleading data through informal and formal hearings.

Students wishing to view their personal file in the Office of Student Development need to contact the Dean of Students in writing requesting the inspection of the file. The dean will arrange a meeting to review the contents of the file with the individual student requesting the inspection and will appropriately protect any name of any student in any other student's file. If the student would like to submit a document noting disagreement with the file contents, such a letter may be submitted and filed. Disciplinary documents and proceedings are confidential and protected by FERPA.

The College intends to uphold the letter and the spirit of the Family Educational Rights and Privacy Act of 1974 while at the same time upholding Biblical relationships and responsibilities of the family and/or legal guardian. As general practice, the College does not inform parents and/or other students of disciplinary action taken toward a student. The College will always encourage the student to communicate openly and honestly with the parent. There may, however, be exceptions. Even though each student is legally and morally responsible for his or her own conduct, the College recognizes the Biblical covenant between parents and their children and the concern of legal guardians for the welfare of their sons and daughters. Thus, the College reserves the option to notify a parent in the following conditions:

- Discontinuation of enrollment or extended absence from the college.
- Medical treatment or psychiatric examination required to meet emergencies or to maintain one's status as a student.
- Misconduct which is of such a nature that the student is in danger of suspension or expulsion.

Generally, Covenant must have written permission from the eligible student in order to release any information from the student's education record. However, FERPA allows colleges to disclose those records, without consent, to the following parties or under the following conditions (34 CFR § 99.31):

- School officials with legitimate educational interest;
- Other schools to which a student is transferring;
- Specified officials for audit or evaluation purposes;
- Appropriate parties in connection with financial aid to a student;
- Organizations conducting certain studies for or on behalf of the school;
- Accrediting organizations;
- To comply with a judicial order or lawfully issued subpoena;
- Appropriate officials in cases of health and safety emergencies; and
- State and local authorities, within a juvenile justice system, pursuant to specific

In addition, a 1990 amendment of the Buckley Amendment stipulates that the college may select to communicate the results of any disciplinary proceeding it conducts against an alleged perpetrator of a violent crime (examples being, but not limited to, murder, aggravated assault, robbery, burglary) to the alleged victim(s) of that crime. The college is not obligated to do so but may communicate if deemed necessary. Also, a 1991 amendment requires notification of outcome of any disciplinary proceeding to the accuser

and the accused in any case of alleged sexual assault. In addition, Covenant College will comply with all FERPA related anti-terrorism laws.

For more information on FERPA, you may go to the following website or just click here: [www.cpsr.org/cpsr/privacy/ssn/ferpa.buckley.html](http://www.cpsr.org/cpsr/privacy/ssn/ferpa.buckley.html)

### **HIPAA - Health Insurance Portability and Accountability Act of 1996**

Covenant College complies with the Health Insurance Portability and Accountability Act of 1996 which is the “first-ever comprehensive federal regulation that gives patients sweeping protections over the privacy of their medical records.” HIPAA provides the protection of an individual student’s personal health information and awards the student increased access to his or her medical records. For more information, contact the Priesthill Services Center at [Michal@covenant.edu](mailto:Michal@covenant.edu) or 706.419.1275.

### **Drug-free Schools and Communities Act**

Covenant College is in compliance with the Drug-Free Schools and Communities Act Amendment to the Higher Education Act of 1965 (PL 101-226; 20 U.S.C. 1145g). All students on and off campus are prohibited from the possession, use or provision of alcohol and drugs. All faculty, staff and students are to be aware of the following penalties for alcohol or drug related crimes.

It is a crime under both Georgia and Federal law to possess, make, sell or distribute illegal drugs. Possible Georgia penalties for violations of these laws include community service, imprisonment and payment of a fine. The penalty for drug-related offenses may be doubled where the distribution, manufacture or possession with intent to distribute occurs on or within 1,000 feet of a college or university.

The possession of alcohol by a person under the age of 21, or the providing of alcohol to such a person, is also prohibited by Georgia law and constitutes a misdemeanor. Driving under the influence of alcohol or drugs also is illegal. The punishment for these offenses may include mandatory treatment and education programs, community service, payment of a fine, imprisonment and loss of one's driver's license.

### **Alcohol Related Violations and DUI Penalties.**

Any first conviction for driving under the influence (DUI) may result in a fine, jail time, community service, and suspension of your Georgia driver's license or privilege to drive in Georgia for one year. Please note that Non-Residents may lose their home state driver’s license.

### **Possession of Controlled Substance and Loss of Scholarship**

Georgia and Federal Scholarship Penalties for Drug Conviction will have an impact on the student’s scholarship. If a student is convicted of a felony drug offense in Georgia, the student will lose his/her scholarship for the school term in which the conviction occurred as well as the following term. No early reinstatement is allowed, and First Offender treatment will not save the scholarship. If the student is convicted of any drug offense, including a state misdemeanor marijuana charge, he/she will lose the scholarship for a minimum period of one year, and could lose it indefinitely. Early reinstatement is possible if certain criteria are satisfied. In the past the gathering of information for drug offenses was self-reported; however, this information is currently confirmed through federal database matches.

## **State and Federal Penalties for Possession of Controlled Substances**

First conviction of possession of a controlled substance misdemeanor or possible felony depending upon if a repeat offense and quantity, may result in fines, jail time, community service, completion of a risk reduction program, driver license suspension, and a “no work” permit.

## **Inspection, Search and Seizure Policy Regarding Campus Facilities**

Covenant, as an agency of the church, has the obligation and responsibility to assure the College community of a drug-free environment. The State courts have recognized the right of the College to conduct reasonable inspections, searches, and seizures in order to enforce the Standards of Conduct.

All resident rooms remain the property of the College even while students are living in them. The Office of Student Development reserves the right to conduct such inspections, searches, and seizures.

## **Inspections, Search and Seizure**

The College will inspect rooms for cleanliness, maintenance, and possible damage. Further, it may enter rooms or other facilities at reasonable hours in order to effect any necessary inspection or repairs of equipment and/or facilities. The College may enter rooms or other facilities at any time it has reasonable cause to believe that a violation of the Standards of Conduct is occurring or has occurred. The College staff or a member of the Fire Department may enter rooms to ensure that the building is vacated during fire drills and/or emergency situations and during vacation periods.

The College may conduct searches of individual rooms, lockers, book bags, or cars if there is reason to believe that a College policy has been violated. Prior authorization for such a search must be secured from the Dean of Students or his designee, and must be conducted under the supervision of a professional Covenant College staff member. Law enforcement officials may search facilities with or without authorization from the College by means of a search warrant or consent from the Dean of Students or his designee or occupant of the property. Efforts will be made to have the student available when a room is searched. All evidence seized can be used in administrative hearings and/or disciplinary procedures concerning violations of the College’s policies.

Illegal property confiscated during a casual visit or search will be disposed of according to state law. Residence rooms or halls are not to promote or advertise substances or conduct that would violate the Standards of Conduct. (For more detail, please see the Residence Hall Manual.)The Students’ Standards of Conduct

APPENDIX D  
THE STAFF MANUAL

# The Staff Manual

(sections 2.4, 8.3, 8.4, 9.0, 9.1, 9.2, 9.3)

## 2.3 Drug Free Workplace

Use or possession of a controlled substance by employees of Covenant College is strictly prohibited. Employees also may not manufacture, distribute, dispense, or possess a controlled substance anywhere on the College campus. An employee found to have, used or sell such substances can be immediately terminated from the College's employ.

Any employee convicted of possession, manufacturing, distributing, or dispensing a controlled substance must notify the College within five days of such a conviction. Appropriate personnel action, including termination or required participation in a drug abuse rehabilitation program, will be taken by the College within 30 days of notification of the conviction.

## 4.3 Reasons for Immediate Discharge

Discharge of a staff member without advance notice and further pay may be made for willful gross violation of rules or misconduct which could endanger life and property. Some examples of cause for such discharge are:

- (1) Conviction under any criminal code or law.
- (2) Falsification of information given for personnel records.
- (3) Insubordination, including but not limited to refusal to do assigned work which the employee is capable of doing.
- (4) Inability or neglect in the performance of duty, or abuse of College property.
- (5) Repeated and unexcused failure to notify the department head of absence from work.
- (6) Conduct which violates common decency or morality as set forth in the Holy Scriptures.
- (7) Theft or attempted theft of property from the College, its visitors, patrons, or employees.
- (8) Working under the influence of alcohol or illegal drugs, or possessing same on College property.
- (9) Use of profanity in situations reflecting adversely on the College.
- (10) Violation of established safe working procedures after receiving instruction and warning from a first violation.



(11) Sexual Harassment

(12) Violent Behavior

## **8.4 Appeals Procedures**

The parties subject to this policy are Christians and believers that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian workplace (see Matthew 18:15-20; 1 Corinthians 6:1-8).

### **4.1 Grievance and Appeals Procedure**

Any employee who feels that he or she has a legitimate disagreement with their supervisor or feels that they have been unjustly disciplined is to follow the following procedures.

Step 1: Within ten (10) days of the event or knowledge of the event in dispute they are to verbally discuss the problem with the immediate supervisor. The only exception to this is in cases of alleged sexual harassment where the employee may immediately go to the Manager of Human Resources or a senior person in their chain of command (see Section 2.11)

Step 2: If the matter cannot be settled between the supervisor and employee, the employee may appeal the issue to the next higher person in their chain of command. This should be done within five (5) days of the supervisor's decision.

Step 3: If the matter is not settled to the employee's satisfaction at Step 2, the employee may request a conference with the Manager of Human Resources. This should be done within five (5) days of the step 2 supervisor's decision.

1. The Director of Human Resources shall investigate the matter and meet with the parties.
2. If a satisfactory agreement cannot be reached, the Manager of Human Resources may:
  - a) propose a settlement to the parties involved;
  - b) propose biblically based mediation to the parties involved. Said mediation will be in accordance with the Rules of Procedure for Christian Conciliation of the Institute for Christian Conciliation, a division of Peacemaker<sup>®</sup> Ministries (complete text of the Rules is available at [www.HisPeace.org](http://www.HisPeace.org)).
3. The Manager of Human Resources will report his or her conclusions to the budget officer over the employee's area.

Step 4: The budget officer will make the final decision on the matter.

### **3.4 Campus Security**

Pursuant to the provisions of the “Crime Awareness and Campus Security Act” (Title II of Public Law 101-542) signed into law on November 8, 1990, Covenant College makes campus crime rates and statistics, as well as security policies and procedures, available to interested persons. A copy of this information is available from the Human Resources Department. Also, the Security Manual is on file in the Facilities Management Department for review by employees.

Covenant College has an open campus. While this affords freedom of movement for the campus community, it also means that access to campus facilities is not limited to members of the campus community. It is essential that all employees and students take precautions to avoid unfortunate incidents with unwelcome campus visitors. Students and staff are urged to keep watch on each other’s vehicles and personal possessions, and to help control access to their residence halls by securing doors and taking notice of strangers in the resident areas.

College maintenance workers wear uniforms while working, making them identifiable to students and employees. All college personnel are expected to announce themselves prior to entering the residence areas of the other gender. Non-college staff (outside contractors, for example) are ordinarily accompanied by College personnel when they enter residence facilities.

#### **3.4.1 Campus Crimes or Acts of Violence**

Those criminal offenses or acts of violence occurring on campus for which statistics are compiled include:

- (1) murder (non-negligent manslaughter and negligent manslaughter),
- (2) rape (forcible and non-forcible sex offenses),
- (3) robbery,
- (4) aggravated assault,
- (5) burglary,
- (6) motor vehicle theft,
- (7) arson,
- (8) liquor law violations,
- (9) drug law violations,
- (10) weapons possession

The College will also recognize when a type of bias or prejudice motivates one of these crimes to occur.

Any other acts of violence will likewise not be tolerated and may bring the employee or student under disciplinary procedures.

#### **3.4.2 Reporting Crimes or Acts of Violence**

Employees and students are to report all crimes or violent acts to their person or property on campus to the Dade County Sheriff or to the Safety and Security Office. Also, any observed crime or violent act or behavior should be reported to the Facilities Management Department.

An Emergency Management/Response Team is responsible for determining whether College employees will be notified of violent crimes which have been reported to the law enforcement authorities. If notification is made to employees the Team will disseminate such information in ways appropriate given the particular circumstances of each incident. See The Safety manual on file in the Safety and Security Office- ***Regardless of whether there is a campus announcement, a crime log will be kept on all crimes occurring on campus and is available for review by employees and students***

### **3.4.3 Discipline**

Covenant College will not tolerate any employee or student acting in a violent or criminal manner. ***Nor will the College tolerate threats or any other exercise of physical force or threatening or intimidating behavior.*** Such conduct, when experienced or observed, should be reported to the Safety and Security Office. An investigation will be promptly initiated. The Safety and Security coordinator and the Emergency Management/Response Team will do its utmost to respect the privacy of all parties involved in the investigation, while taking such steps as are necessary to investigate and resolve the complaint.

Any violent or criminal act is considered to be a major violation of College policy and will be dealt with accordingly by corrective counseling, suspension, or termination depending upon the severity of the violation.

See also the College's policy regarding sexual harassment (Section 2.11).

# APPENDIX E

## THE FACULTY MANUAL

## **From the 2014-2015 Faculty Manual**

### **Student Conduct**

Faculty and staff members are expected to familiarize themselves with the section of the Student Handbook on student conduct and are, by word and example, to encourage students to live in compliance with the standards stated in that section.

### **Unauthorized Use or Possession of a Controlled Substance**

Unauthorized use or possession of a controlled substance by employees of Covenant College is strictly prohibited. Employees also may not manufacture, distribute, dispense, or possess a controlled substance anywhere on the college campus. An employee found to have, used, or sell such substances can be immediately terminated from the college's employ. Any employee convicted of possession, manufacturing, distributing, or dispensing a controlled substance must notify the college within five days of such a conviction. Appropriate personnel action, including termination and/or required participation in a drug abuse rehabilitation program, will be taken by the college within 30 days of notification of the conviction.

APPENDIX F  
HEALTH SERVICES

# Priesthill Center Health Services

## Alcohol & Drug Awareness Education

The Health Services Department of Covenant College provides information to all students, faculty and staff about the health risks associated with the use of illicit drugs and the abuse of alcohol in the form of pamphlets and videos. This information is available in the waiting room of the Health Service Department. This information is also shown once or twice a year via a bulletin board display created for Alcohol and Drug Awareness. In October and February each year an email is sent to all faculty, staff and students at the college. This email contains links to information about the policies of the school concerning drugs and alcohol, the discipline resulting from the infractions of these policies, the risk factors associated with the consumption of alcohol and drugs and a list of agencies to help those with drug and alcohol problems. A “Drug Free Schools” brochure containing the same information is also available in written form in the Health Service office.

Signature: *Tina Holt, R.N., MSN, FNP-C, Director of Health Services*

Date: 10/1/2014

# APPENDIX G

## CRITICAL ISSUES IN HEALTH ISSUES (HPE 313)



# Covenant College

## Health and Physical Education Department

**Critical Issues in Health**

**3 Credit Hours**

**HPE 313 - Section 1**

**Spring 2010**

**T Th -1:00 – 2:15 212 Barnes Gym**

**Instructor: Dr. Gene Ezell**

**Office: 210 Barnes Gym**

**Office Phone: 423-400-2070**

**E-Mail: ezell@covenant.edu**

**Office Hours: By Appointment**

### Catalog Description

Historical and philosophical bases of health education, review of current issues including drug education, family planning, nutrition, and environmental and consumer concerns with values clarification emphasis. Key facets of school health program are studied. Three units.

### Specific Student Competencies

### The Student Will:

- Examine controversial issues in health
- Discuss questions about biological, medical, legal and ethical issues related to health concerns
- Research critical health issues for the purpose of debating in class
- Prepare and implement debate on various topics
- Research a specific critical health topic for the purpose of writing a 7 to 9 page paper
- Complete readings about critical health issues
- Participate in class discussions to express views on various critical health issues
- Participate in a variety of class activities, e.g., discussion, debate, small group discussions
- Participate in assessments (quizzes and major tests) related to critical health issues
- Present a 10 minute presentation on a research topic assigned by the instructor

### Text

No text will be required for this class. Students will be expected to research the assigned health issues through books, journals and online sources.

Grading Scale	
93%	A
90	A-
87	B+
83	B
80	B-
77	C+
73	C
70	C-
67	D+
63	D
60	D-

Evaluation	
Discussion & Classroom Participation	100
Critical issues homework	150
Mid Term Examination	100
Final Examination	100
Research Paper	100
Presentation	50
<b>Total</b>	<b>600</b>

**Research Paper Directions—100 points**

The Research Paper is to be done using a computer, be free from spelling errors, in proper grammatical and manuscript form with a cover page. The length of the paper is to be not less than seven (7) full pages nor greater than nine (9) pages.

The margins should be 1", fonts 11 point Times or New Times Roman for text and 14 point Arial (bold black)) for heads. The line spacing should be 1.5.

You must use cited works and reference them in the body of your manuscript. Please use the APA style manual. A **complete bibliography** will be included as a part of your research paper not just a list of cited sources. You must have at least 10 sources not older than 10 years and from refereed sources.

On or before **Jan. 14**, an outline of proposed topic will be **E-Mailed** to the instructor. It is to include the title of the paper, the nature, scope and objective of the paper; and a formal **SENTENCE** outline of the paper.

On or before **Jan. 21**, ten (10) references with completed bibliographic entries as well as annotated information will be **E-Mailed** to the instructor.

On or before **Feb. 25**, a rough draft of your research paper will be **E-Mailed** as an attached file to your instructor.

On or before **Mar. 18**, the completed research paper will be **E-Mailed**.

On or before **Apr. 6**, your outline, and the rough draft and final draft including necessary corrections are to be turned into your instructor in a folder.

**Notes:**

- You are expected to attend each class meeting. Excessive absences, arriving late or leaving early will result in a lower grade. Excessive is viewed as any combination of absences, arriving late or leaving early greater than two (2).
- All assignments will be turned in on time. They should be done using a computer (unless otherwise stated), free from spelling and grammar errors. Late work will result in a 25% per day reduction in the grade.

**APPENDIX H**

**REFERRAL FACILITIES**

# REFERRAL FACILITIES FOR ALCOHOL & DRUG ABUSE

Alcoholism Information (423) 756-7644

Alcoholic's Anonymous (423) 499-6003  
5932 Pine Grove Tr.  
Chattanooga, TN

Focus on Recovery Helpline 1-800-234-0420

Fortwood Center (423) 266-6751  
601 Cumberland Street  
Chattanooga, TN

New Horizons (423) 894-4220  
Parkridge Valley Hospital  
2200 Morris Hill Road  
Chattanooga, TN

CADAS (423) 756-7644  
207 Spears Avenue  
Chattanooga, TN

Chattanooga Bible Institute (423) 756-2894  
1001 McCallie Avenue  
Chattanooga, TN

APPENDIX H  
DRUG-FREE SCHOOLS  
BROCHURE

# DRUG-FREE SCHOOLS BROCHURE Contents

## A Drug-Free School 2014-2015

Priesthill Center – Health Services  
14049 Scenic Highway, Lookout Mtn., GA 30750  
Phone: 706-419-1275  
FAX: 706-820-2933

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### **Standards of Conduct**

Covenant College students and employees are prohibited from the unlawful possession, use, or distribution of drugs and alcohol on college property or as part of any college activity.

### **Consequences of Violation Standards**

The consequences of the unlawful possession, use, or distribution of drugs and alcohol for students and employees of Covenant College are as follows:

**Students:** May result in immediate suspension without appeal.\*

**Faculty & Staff:** any employee convicted of possession, manufacturing, or distributing or dispensing of a controlled substance must notify the college within five days of such a conviction. The college will take appropriate personnel action, including termination or required participation in a drug abuse rehabilitation program, with 30 days of notification of the conviction.\*

\*see Student Handbook, Faculty & Staff Manual

See Drug-Free School and Communities Act of 1988 (Public Law 101-226) at Covenant College website or Intranet, Official documents in the Consumer Information section.

### **Consequences of Violating Civil Law**

Violation of civil Law (Local, state, or federal) will result in disciplinary action as follows and/or prosecution by proper authorities:

**Students:** May result in termination of enrollment\*

**Staff:** May be immediately discharged\*

**Faculty:** May be terminated\*

Legal sanctions regarding illegal drug and alcohol possession or use are listed on the 4<sup>th</sup> panel of this brochure.

\*see Student handbook, Faculty & Staff Manual

see Drug-Free School and Communities Act of 1989 (Public law 101-226) at Covenant College website or Intranet, Official documents in the Consumer Information Section.

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### **State and Federal Penalties for Possession of Controlled Substances**

It is a crime under both Georgia and Federal law to **possess, make, sell or distribute illegal drugs**. Possible Georgia **penalties** for violations of these laws **include community service, imprisonment and payment of a fine**. The **penalty** for drug-related offenses **may be doubled** where the distribution, manufacture or possession with intent to distribute **occurs on or within 1,000 feet of a college or university**.

The **possession of alcohol by a person under the age of 21**, or the **providing of alcohol to such a person**, is also prohibited by Georgia law and constitutes a **misdemeanor**. Driving under the influence of alcohol or drugs also is illegal. The **punishment** for these offenses **may include mandatory treatment and education programs, community service, payment of a fine, imprisonment and loss of one's driver's license**.

### **Alcohol Related Violations and DUI Penalties.**

Any **first conviction** for driving under the influence (**DUI**) may result in a **fine, jail time, community service, and suspension of your Georgia driver's license or privilege to drive in Georgia for one year**. Please note that Non-Residents may lose their home state driver's license.

### **Possession of Controlled Substance and Loss of Scholarship**

If a student is **convicted of a felony drug offense** in Georgia, the **student will lose his/her scholarship for the school term** in which the conviction occurred as well as the following term. No early reinstatement is allowed, and First Offender treatment will not save the scholarship. **If the student is convicted of any drug offense, including a state misdemeanor marijuana charge, he/she will lose the scholarship for a minimum period of one year, and could lose it indefinitely.**

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## **Health Risks of Illegal Drugs/Alcohol Abuse:**

Drug and Alcohol abuse result in significant health problems for those who use them. They include:

- **Cirrhosis of the liver**
- **Kidney damage**
- **Physical and psychological addiction**
- **Hallucinations**
- **Lung damage**
- **Diminished sperm count in males**
- **Impairment of motor coordination and perception**
- **Heart disease and failure**
- **Damage to the developing fetus**
- **Stomach ulcers**
- **Brain damage**
- **Coma**
- **Depression**
- **Psychosis**
- **Dysfunctional family problems**

## **Resources for Help**

Alcoholism Information      756-7644

Alcoholics Anonymous  
5932 Pine Grove Tr.      499-6003

Focus on Recovery  
Helpline      1-800-234-0420

Fortwood Center  
601 Cumberland Street      266-6751

New Horizons      894-4220  
Parkridge Valley Hospital  
2200 Morris Hill Road

CADAS  
207 Spears Ave.      756-7644

Chattanooga Bible Institute  
1001 McCallie Ave.      756-2894