



Drug and Alcohol Abuse Prevention Program for Faculty, Staff and Students

The following policy is adopted in order to comply with the Drug Free Workplace Act of 1988 and the subsequent Drug Free Schools and Communities Amendments of 1989. Continued participation in federal programs is contingent upon this policy being in place. As well, Andover Newton Theological School recognizes alcohol and/ or drug dependencies as illnesses, major health problems and potential safety and security problems to the School. This policy expresses the School's commitment to the maintenance of the drug free environment on campus. All faculty, staff, and students must abide by the terms of this policy.

General Prohibitions and Sanctions

Andover Newton prohibits the unlawful manufacture, distribution, dispensation, possession or use of controlled substances, or being under the influence of illicit drugs on the campus or any other work site connected to the School or during any School-related activity. When alcohol is present at ANTS events, community members are expected to drink responsibly. Violation of this policy will result in disciplinary action up to and including dismissal and expulsion and criminal penalties.

Drug Education, Counseling and Rehabilitation Programs

Any student or employee who violates the provisions of this policy may be required to participate in a substance abuse education program or a rehabilitation program at his or her expense. For referrals to education, treatment and rehabilitation programs, employees and students may contact the New England Pastoral Institute, a center for pastoral counseling and psychotherapy. As with any consultation with New England Pastoral Institute, confidentiality is assured. Voluntary efforts to seek help for a drug or alcohol problem are encouraged and will not per se put either the student or the employee in jeopardy provided that the individual seeks help prior to discovery. For additional information, the following hot line is available: The National Institute on Drug Abuse Hotline, 1-800-662-HELP, an information and referral line that directs callers to treatment centers in the local community.