



**Drug-Free Schools and Campuses Regulations [Edgar Part 86]  
of the Drug-Free Schools and Communities Act (DFSCA)**

**Drug and Alcohol Abuse Prevention Program (DAAPP)  
Biennial Review for Calendar Years 2018 and 2019**

Report Prepared By:

Adam Williams, Associate Vice President for Student Life  
Jana Nattermann, Assistant Director of Human Resources  
Regent University Substance Abuse Prevention Committee

September 2020



Regent University's Certificate of the  
Annual Review Report of the Drug and Alcohol Abuse Prevention Program

I certify that the information provided in this report has been reviewed and is accurate.

Dr. Gerson Moreno-Riaño  
Executive Vice President for Academic Affairs

A handwritten signature in black ink, appearing to read "G. Moreno-Riaño", written over a horizontal line.

Signature

October 15, 2020

Date

## Regent University Introduction

Regent University is one of the nation's leading academic centers for Christian thought and action. From its [inception](#), Regent University's focus has been on transforming the world. The motto of the school, *Christian Leadership to Change the World*, points to our desire to impact lives across the globe. With associate, bachelor's, master's and doctoral degrees available worldwide, we offer affordable, high-quality [degree programs](#). But what sets Regent apart is our [mission](#) to prepare men and women to excel both in mind and spirit. Our students, [faculty](#), and administrators share a calling, founded on biblical principles, to make a significant difference in our world.

### Accolades

- Ranked Among Top National Universities, *U.S. News & World Report*, 2020
- #1 Best Accredited Schools for Online Degree Programs, *Study.com*, 2020
- #1 Best Online Bachelor's Programs in Virginia, *U.S. News & World Report*, 2020
- One of only 22 universities nationally "A" Rated for comprehensive liberal arts curriculum, American Council of Trustees and Alumni, 2020
- Top 10 Military Friendly School, *Military Friendly*, 2020-21
- Top 10 Best for Vets Colleges, *Military Times*, 2020
- Top 5% Most Affordable Private Christian Universities, CCCU Tuition Survey, 2018
- Tier 1 Homeschool-Friendly School, Home School Legal Defense Association (HSLDA)
- Ranked a Top Performer on Social Mobility Among National Universities, *U.S. News & World Report*, 2020
- 92% of First-Year Students Rated Their Overall Regent Experience as "Excellent" or "Good" — Higher Than the National Average, NSSE, 2019
- Top 20 Best College Campuses in America and an "A+" Campus Rating, *Niche*, 2020
- Top 20 Best College Dorms in America, *Niche*, 2020
- Top 5 Best Online Graduate Education Programs in Virginia, *U.S. News & World Report*, 2020
- 850+ Teachers of the Year Among Alumni, School of Education
- Top 5 Best Graduate Business Programs (non-MBA) in Virginia, *U.S. News & World Report*, 2020
- Top 10 Best Online MBA Programs in Virginia, *U.S. News & World Report*, 2020
- Nearly 200 C-Suite Leaders to Mentor Regent Students, School of Business
- 100% Average Matches, Psy.D. Program, 2016-2020, School of Psychology & Counseling
- School of Law ranked Top 5 in the Nation for Professors and Top 35 for Academic Experience, *Princeton Review*, 2020
- 500+ National & International Student Film Awards, School of Communication & the Arts
- Among the nation's first ATS-approved fully online D.Min. programs, School of Divinity
- School of Law unveiled the Robertson Center for Constitutional Law, 2020
- In Fall 2020, Regent will launch a standalone Honors College on its Virginia Beach campus
- In December 2019, Regent earned a 10-year reaffirmation of accreditation from the Southern Association of Colleges and Schools Commission on Colleges
- 12 Prestigious Credentials: ABA, ACBSP, ACSI, APA, ATS, CACREP, CAEP, CCNE,\* DHS, NSA, SACSCOC, SCHEV

\*The baccalaureate degree program in nursing at Regent University is accredited by the Commission on Collegiate Nursing Education ([ccneaccreditation.org](http://ccneaccreditation.org)).

## Leadership & Influence

When Dr. M.G. "Pat" Robertson, [Regent founder, chancellor, and CEO](#), established the University in 1978, he envisioned a high-caliber institution that would attract a leadership team that would be superior both in professional experience and academic credentials. Today, that vision is being fulfilled. Distinguished faculty and guest lecturers include John Ashcroft, former U.S. Attorney General; Vern Clark, former Chief of Naval Operations; Steve Forbes, president and CEO of Forbes, Inc.; and others. Regent also exposes students to nationally covered events and speakers who are front and center on some of the most important issues of our time.

## Fast Facts

- Founded: 1978
- Unique campus culture: Top-quality academics and leading-edge programs presented from a Christian worldview
- Enrollment: Nearly 11,000 students representing all 50 states and 90 countries
- Alumni: 29,000+ alumni representing all 50 states and 141 countries with graduates working in 60% of the top Fortune 100 companies
- Graduates: Nearly 2,300 undergraduate and graduate degrees were conferred at Regent's 40th Commencement ceremony, May 2020
- Degrees: Offering associate, bachelor's, master's and doctoral degrees in more than 135 areas of study
- Student-to-Faculty ratio: 19:1
- Faculty: Nearly 90% of full-time faculty hold the highest degree in their field
- Registered Organizations: 55 on-campus organizations and nine honor societies
- Tuition: Regent's annual tuition is nearly \$20,000 less than that of other private institutions, U.S. News & World Report, 2020
- Financial Aid: Regent awards millions in institutional scholarships and aid annually — over \$24 million 2018-19
- First-Class Guest Lodging: The Founders Inn and Spa sits adjacent to campus, within walking distance.

## Vision

Our vision is to be the most influential, [Christian](#), transformational University in the world.

## Mission

Regent University serves as a center of Christian thought and action to provide excellent education through a biblical perspective and global context equipping Christian leaders to change the world.

## Values

These values are central to Regent and have guided it since its founding:

Excellence, Innovation & Integrity

## Statement of Faith

Regent University is a Christ-centered institution. The board of trustees, along with the [faculty](#) and staff of the University, is committed to an evangelical interpretation and application of the Christian faith. The campus community is closely identified with the present-day renewal movement, which emphasizes the gifts, fruit, and ministries of the Holy Spirit. All employees are expected to understand and adhere to the following articles of belief:

1. That the Holy Bible is the inspired, infallible, and authoritative source of Christian doctrine and precept.
2. That there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.
3. That man was created in the image of God but, as a result of sin, is lost and powerless to save himself.
4. That the only hope for man is to believe on the Lord Jesus Christ, the virgin-born Son of God, who died to take upon Himself the punishment for the sin of mankind, and who rose from the dead so that by receiving Him as Savior and Lord, man is redeemed by His blood.
5. That Jesus Christ will personally return to earth in power and glory.
6. That the Holy Spirit indwells those who receive Christ for the purpose of enabling them to live righteous and holy lives.
7. That the Church is the Body of Christ and is composed of all those who through belief in Christ have been spiritually regenerated by the indwelling Holy Spirit. The mission of the Church is worldwide evangelism and the nurturing and discipling of Christians.

Regent University encourages a close and edifying relationship between faculty and students—one that will deepen the spiritual growth of each and stimulate a vigorous intellectual life in the Regent community. In order to accomplish these aims, it is imperative that Regent University faculty, staff, and students conduct themselves in a Christ-like and professional manner and maintain an exemplary and involved lifestyle. Regular church and chapel attendance and participation in the activities of the Regent community and its founding organization are encouraged for students and expected for faculty and staff.

Regent University requires members of the Regent community—faculty, staff, and students—to refrain from illegal use of drugs and the abuse of addictive substances controlled by law. Regent also forbids the use of alcohol, illicit drugs, and tobacco on campus and prohibits the abuse of these substances by the Regent community. The Apostle Paul exhorted the body of Christ that, if they truly loved their fellow man, they would set aside their personal freedom by refraining from behavior that might be a stumbling block to their weaker brother. Regent University encourages members of the Regent community to exercise their personal responsibility and, guided by Paul's admonition, appropriately set aside their personal freedom and refrain from the use of alcohol, illicit drugs, and tobacco.

## **Background on Drug-Free Schools and Communities Regulations**

The Drug-Free Schools and Communities Act (DFSCA) and its amendments as articulated in the Education Department General Administrative Regulations (EDGAR), Part 86, the Drug-Free Schools and Campuses Regulations, require, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education (IHE) must certify that it has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees. The Drug and Alcohol Abuse Prevention Program (DAAPP) must include the following components:

1. Employee and student standards of conduct;
2. A description of the sanctions and penalties for violating federal, state, and local law and college policy;
3. A description of the health risks associated with alcohol and drug use; and
4. A list of resources that provide support and treatment options for employees and students.

An IHE must annually notify all students and employees of all components of the DAAPP. The notification must be in writing and in a manner to ensure all students and employees receive it. An IHE's failure to certify the adoption and implementation of a DAAPP with the Department of Education could result in the termination of all forms of financial assistance and may require repayment of federal funds.

## Overview and Goals

Regent University is committed to monitoring and assessing the effectiveness of its DAAPP. Any changes needed to improve the effectiveness and consistency of the program will be evaluated by the Committee, in consultation with University administration, and implemented in accordance with their recommendation and best practices.

## Biennial Review Period

Following the guidance found in the *Drug-Free Schools and Communities Act (DFSCA)*, Regent University will conduct a biennial review of its DAAPP (every two years), specifically by the end of each even-numbered calendar year. The timeframe reviewed during 2020 covers the program's implementation for 2018 and 2019.

## Review Procedures

The Substance Abuse Prevention Committee is charged to biennially review the survey data, evaluate the program's effectiveness, and make necessary recommendations for improvement. The committee will convene every two years to prepare the written biennial DAAPP review.

This review is conducted by the Office of Student Services, at the direction of the Assistant Vice President for Student Life, by the Office of Human Resources, at the direction of the Assistant Director of Human Resources, and by the University's Substance Abuse Prevention Committee. This committee and its members are appointed by the Executive Vice President for Academic Affairs and the Vice President for Human Resources & Administration.

The final report is sent to the Executive Vice President for Academic Affairs to be reviewed and given final approval.

## Goals

The goals of the biennial review are as follows:

- Identify the frequency and nature of alcohol and drug-related violations on-campus and off-campus by students, and on-campus for faculty and staff.
- Ensure that the University enforces sanctions consistently for violations of the Standards of Personal Conduct.
- Measure the effectiveness of the existing program offered to students, faculty, and staff to promote the prevention of and/or recovery from substance abuse.
- Collect feedback from students, faculty, and staff about what possible programs or support systems they may desire to help with substance abuse.
- Evaluate the University's DAAPP by completing a program inventory and policy inventory to more effectively educate and empower students, faculty, and staff on how to avoid abusing

alcohol and drugs in addition to identifying those programs and policies that should be revised and those that can remain unchanged.

- Issue a final report regarding the biennial review.

## **Assessment and Data Analysis Methods**

The assessment methods to be used by the University to collect and analyze data related to the DAAPP will be as follows:

- Accurately record all violations and instances of substance abuse by students, faculty, and staff in a timely and thorough manner.
  - The Office of Student Services will continue to keep files and records of all student conduct violations and issued sanctions, inclusive of violations that occur on and off campus. These files and records are stored in the Office of the Assistant Vice President for Student Life.
  - Campus Police will continue to keep files and records of all student conduct violations, inclusive of violations that occur on and off campus.
  - Human Resources will keep files and records of all employee conduct violations.
  - Student Services, Campus Police, and Human Resources will collectively share and review this data at committee meetings through the appropriate representatives on the University's Substance Abuse Prevention Committee.
- Administer annually the "Study on Substance Use Experiences and Perspectives among College Students" survey to the entire student body. This survey was created in 2008 by Regent's School of Psychology and Counseling in partnership with the University's Substance Abuse Prevention Committee and is updated annually before distribution to ensure consistency with recent national substance use data collection efforts. The survey will be administered electronically on an annual basis. The survey is distributed through the use of student e-mail listservs. Participation is encouraged through the use of incentives (gift card raffle). This survey currently assesses the following areas:
  - Student demographic information (Marital Status, Age, Gender, Ethnicity, Academic Classification, Degree of Study)
  - Student substance abuse and impact on academic completion
  - Student history of receiving alcohol/drug treatment or participation in a substance use prevention program
  - Student experience with alcohol
  - Average consumption of alcohol by student
  - Frequency of substance use
  - Change in substance use since being at the University
  - Perception of substance use by peers at the University
  - Perception of substance abuse and risky behaviors by peers at the University
  - Student receptivity to educational modalities and treatments related to substance abuse
  - Student awareness of the University's DAAPP (where located, how did they access it, etc.)

- Student participation in DAAPP related programming on-campus (i.e., student activities) and online (i.e., KEYS orientation)
  - Student utilization of resources provided in the DAAPP, including on-campus, online, in the community and nationwide
  - Student feedback on the effectiveness of existing DAAPP and suggestions for improvement
- Administer annually the "Regent Employee Substance Use Experiences and Perspectives Survey" designed specifically for faculty and staff. This survey was created in 2017 by Regent's School of Psychology and Counseling in partnership with the University's Substance Abuse Prevention Committee and is updated annually before distribution to ensure consistency with recent national substance use data collection efforts. The survey will be administered electronically on an annual basis. The survey is distributed through the use of all staff e-mail listservs. This survey assesses the following:
    - Optional employee demographic information (Marital Status, Age, Gender, Ethnicity, Level of Education)
    - Employee substance abuse and impact on job performance
    - Employee history of receiving alcohol/drug treatment or participation in a substance use prevention program
    - Employee experience with alcohol
    - Average consumption of alcohol by an employee
    - Frequency of substance use
    - Change in substance use since being employed at the University
    - Perception of substance use by coworkers at the University
    - Perception of substance abuse and risky behaviors by coworkers at the University
    - Employee receptivity to educational modalities and treatments related to substance abuse
    - Employee awareness of the University's DAAPP (where located, how did they access it, etc.)
    - Employee utilization of resources provided in the DAAPP, including on-campus, online, in the community and nationwide
    - Employee feedback on the effectiveness of existing DAAPP and suggestions for improvement
- Maintain a standing University Substance Abuse Prevention Committee. This committee will be responsible for the biennial review. The committee consists of faculty/staff representatives and key positions from the following departments/offices/schools:
    - *Associate Vice President for Student Life (co-chair)*
    - *Assistant Director of Human Resources (co-chair)*
    - *Director of Student Activities & Leadership/Title IX Coordinator*
    - *Director of University Athletics*
    - *Director of Student Financial Aid*
    - *Regent University Police Department*
    - *Academic Affairs*
    - *Counseling & Disability Services*
    - *Faculty members/subject matter experts from the School of Education and School of Psychology and Counseling*

- The University's Substance Abuse Prevention Committee will issue a report embodying the results of the biennial review. The report must be approved by the University's Executive Vice President for Academic Affairs. Copies of the report and supporting documents shall be kept in the Office of Human Resources, the Office of Student Services and Student Financial Aid and will be made available to the United States Department of Education upon request. The report will also be accessible on the University's website: <http://www.regent.edu/drug-alcohol-abuse-prevention-program/>.

## Review Findings for Calendar Years 2018 & 2019

The University's Substance Abuse Prevention Committee conducted a review for calendar years 2018 and 2019 in May 2019. To complete the review, the committee reviewed the following information:

- Assessed data from the annual "Study on Substance Use Experiences and Perspectives among College Students Survey," administered in December 2018 and December 2019.
- Assessed data from the "Regent Employee Substance Use Experiences and Perspectives Survey," administered in December 2018 and December 2019.
- Reviewed policy violation records from the Office of the Assistant Vice President for Student Life who adjudicates student misconduct
- Reviewed employment policy violations related to substance abuse that are on-file with the Office of Human Resources
- Reviewed any relevant criminal records from CBN/Regent Campus Police
- Reviewed existing policies and programs designed to educate and support students, faculty and staff regarding substance abuse prevention

The committee determined the following regarding substance use and abuse at the University.

1. The "Study on Substance Use Experiences and Perspectives among College Students Survey," administered both in December 2018 and December 2019, indicated the following regarding at-risk and abusive behaviors):
  - 2018 Survey
    - Frequency of alcohol consumption (1,172 respondents): 4.95% of respondents (58 students) drink alcoholic drinks 2-6 times per week; 0.51% of respondents (6 students) consume alcohol on a daily basis. All other respondents reported not consuming alcohol at all, or one day or less per week.
    - Consumption on average per sitting (1,172 respondents): 2.22% (26 students) consume 4 drinks; 2.14% (25 students) consume 5-9 drinks; 0.60% (7 students) consume 10 or more. All other respondents reported consuming 3 or fewer alcoholic beverages per sitting.
    - Marijuana use in last 3 months (1,056 respondents): 1.42% once (15 students); 1.04% less than once a month (11 students); 0.38% monthly (4 students); 0.28% weekly (3 students); 0.0% several times per week (0 students); 0.19% most days of the week, or every day (2 students).
    - Use of prescription drugs not prescribed to you in the last 3 months (1,054 respondents): 0.47% once (5 students); 0.66% less than once per month (7 students); 0.0% monthly (0 student); 0.0% weekly (0 student); 0.19% several times a week, or every day (2 students).

- Tobacco use in last three months (1,051 respondents): 1.14% of respondents (12 students) once; 1.52% less than once a month (16 students); 0.48% monthly (5 students); 0.48% weekly (5 students); 0.57% several times a week (6 students); 4.19% most days of the week or every day (44 students).
- Nearly 60% of student respondents indicated they were familiar with the DAAPP, which is an improvement from and achieved goal from the last biennial review.
- 2019 Survey
  - Frequency of alcohol consumption (856 respondents): 5.02% of respondents (43 students) drink alcoholic drinks 2-6 times per week; 0.35% of respondents (3 students) consume alcohol on a daily basis. All other respondents reported not consuming alcohol at all, or one day or less per week.
  - Consumption on average per sitting (856 respondents): 1.40% (12 students) consume 4 drinks; 2.1% (18 students) consume 5-9 drinks; 0.93% (8 students) consume 10 or more. All other respondents reported consuming 3 or fewer alcoholic beverages per sitting.
  - Marijuana use in last 3 months (789 respondents): 1.39% once (11 students); 1.27% less than once a month (10 students); 0.38% monthly (3 students); 0.13% weekly (1 student); 0.51% several times per week (4 students); 0.51% most days of the week, or every day (4 students).
  - Use of prescription drugs not prescribed to you in the last 3 months (789 respondents): 0.38% once (3 students); 0.63% less than once per month (5 students); 0.13% monthly (1 student); 0.13% weekly (0 student); 0.13% several times a week, or every day (1 student).
  - Tobacco use in last three months (788 respondents): 0.89% of respondents (7 students) once; 1.65% less than once a month (13 students); 0.76% monthly (6 students); 0.63% weekly (5 students); 1.02% several times a week (8 students); 5.08% most days of the week or every day (40 students).
  - *New for 2019:* Nicotine vapor/alternative product use in last three months (787 respondents): 0.25% of respondents (2 students) once; 0.38% less than once a month (3 students); 0.76% monthly (6 students); 0.64% weekly (5 students); 0.25% several times a week (2 students); 1.78% most days of the week or every day (14 students).
  - Nearly 60% of student respondents indicated they were familiar with the DAAPP, which is an improvement from and achieved goal from the last biennial review.

Based on the statistical survey data listed above, the committee found that drug use is extremely limited in our student population, and drug abuse appears to be quite rare. Alcohol and tobacco use are more prevalent than drug use but are used far less in our population than at other colleges and universities. A minimal number of students report at-risk or abusive behaviors.

### **Drug and Alcohol-Related Violations and Fatalities:**

- In 2018, there were 13 alcohol policy violations, 8 of which were by students under the age of 21. All but 1 of these violations occurred on campus.
- In 2018, there were 3 drug policy violations, all of which occurred off-campus.
- In 2019, there were 11 alcohol policy violations, 6 of which were by students under the age of 21.
- In 2019, there were 5 drug policy violations. One of these violations occurred off-campus.
- There were no alcohol or drug-related fatalities reported in either year.

2. The committee reviewed a summary report listing all student alcohol and drug policy violations for the 2018 and 2019 calendar years, as well as the sanctions issued to students for each violation. They found the sanctions to be consistent and appropriate for each set of circumstances. Regent University imposes disciplinary sanctions on students for violations of these standards of conduct. Students who violate the alcohol or drug policies and/or are discovered to be abusing these substances are provided with and/or required to receive counseling, substance abuse education, and other holistic support. Repetitive or severe violations of the University's substance policies can result in a student being suspended or dismissed as well as referred to authorities for prosecution where appropriate. Sanctions for drug and alcohol violations will be consistent with federal, state, and local laws and ordinances. Students who proactively seek support from the University for substance abuse are addressed from a redemptive approach that includes counseling, accountability, and other appropriate treatment.
3. The committee conferred with the Office of Human Resources regarding employee alcohol and drug policy violations for the 2018 and 2019 calendar years. There were no reported or recorded employee alcohol and drug policy violations on file. The employee survey results indicated there was no illegal drug use among staff/faculty.

### **Future Improvements to Substance Abuse Prevention Efforts**

In light of the findings outlined in the previous section, the committee will continue to implement the policies, procedures, and programs that were instituted during the 2017 calendar year. These actions are being taken to not only comply with the Drug-Free Workplace Act of 1988 and the Federal Drug-Free Schools and Communities Act of 1989, but also to prevent the unlawful possession, use, or distribution of illegal drugs, and the abuse of illegal drugs, by University employees and students. Appendices A through E demonstrate some of the disclosures, acknowledgments, and notifications distributed to students, faculty, and staff by the University on at least an annual basis. Moreover, the survey findings and summary of policy violations have indicated that the following efforts and improvements will be made to the University's DAAPP in advance of the 2020-2021 academic year:

1. Beginning in the fall 2020 semester, a social norming campaign will be launched using the results from the most recent survey results to re-affirm the majority of students who abstain from drugs and alcohol, as well as to correct any misperceptions students may have about substance use and abuse amongst their peers. The social norming campaign will be integrated into student programming, marketing, and orientations.
2. Review and update the legal consequences section of the DAAPP, specifically as it relates to the Virginia code, given that marijuana will be decriminalized effective July 1, 2020. Student use and abuse of marijuana will continue to be a violation of the University's Standard of Personal Conduct.

# APPENDIX A

## Verify University Requirements

The following requirements have been identified for your review and/or update. To verify a requirement, click the link of the item you wish to access, then proceed to follow the displayed instructions.

**Note:** You will not be permitted to access other Genisys functions until all outstanding mandatory requirements have been satisfied. For assistance, please contact the IT Help Desk at 757-352-4076 or [helpdesk@regent.edu](mailto:helpdesk@regent.edu).

### University Requirements

Requirement	Brief Description	Mandatory	Satisfied
<a href="#">ASR Acknowledgement</a>	Annual Security Report	Required	No
;			
<a href="#">D&amp;AAP Acknowledgement</a>	View Drug and Alcohol Abuse Prevention Program	Required	No
;			

### EXIT

RELEASE: 7.3

© 2017 Ellucian Company L.P. and its affiliates.



**Verification of Receipt & Review**  
**of the**  
***Regent University***  
***Drug and Alcohol Abuse Prevention Policy***

This is to verify that I have read, understand and will adhere to the Regent University Substance Abuse Policy, which is accessible online through the MyRegent portal under Human Resources and by clicking the [Employee Handbook](#) link.

Signature

Printed Name

Date

## APPENDIX C

### Drug and Alcohol Disclosure for Faculty and Staff

This reminder of the university Substance Abuse Policy is a required notice to all employees each academic term. The Regent University Substance Abuse Policy is stated in full in the Regent University Employee Handbook (on the Human Resources website in the MyRegent portal, on pages 94-106).

Regent University recognizes that one of its most valuable assets is its employees, and its most important responsibility is to the students whom it serves. In furtherance of this purpose, any employee who has a drug related or alcohol related problem is encouraged, for his or her own benefit, as well as the benefit of fellow employees and students, to voluntarily seek treatment for such problems through a treatment program of his or her choice.

Regent University employees are expected to conduct themselves in a professional and Christ-like manner at all times and are expected to live by exemplary standards. Regent University requires that members of the Regent community—including faculty and staff—refrain from the illegal use of drugs and the abuse of addictive substances controlled by law. Regent University also forbids the use of alcohol and tobacco on campus and prohibits the abuse of these substances. The Apostle Paul exhorted the body of Christ that, if they truly loved their fellow man, they would set aside their personal freedom by refraining from behavior that might be a stumbling block to their weaker brother. Regent University encourages members of the Regent community to exercise their personal responsibility and, guided by Paul's admonition, appropriately set aside their personal freedom and refrain from the use of alcohol and tobacco.

In accordance with the Drug-Free Schools and Communities Act of 1989, as amended, it is the Policy of Regent University that, as a condition of employment, an employee will notify the University of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. Criminal violations, regardless of official charges or convictions, resulting from the use of alcohol, tobacco, or controlled substances is considered a substance abuse violation by the University and is subject to the University disciplinary process.

More information on the Standard of Personal Conduct as it relates to drugs and alcohol can be found in [Employee Handbook](#) (Substance Abuse Policy, Pgs. 94-106).

Source: Martha Smith

## APPENDIX D

### **Drug and Alcohol Disclosure**

The Bible calls us to be of a sober mind and sound judgment in order to resist temptation and preserve our faith effectively (Prov. 3:21 and I Peter 5:8). Integrity and obedience to this calling requires Regent University to enact various policies regarding the conduct of students, staff, and faculty. As is stated in the student handbook, members of the Regent community—faculty, staff, and students—must refrain from the illegal use of drugs and the abuse of addictive substances controlled by law. Furthermore, Regent University forbids the use, possession, distribution, or sale of alcohol or tobacco on University premises, including University housing, at any official function, any event supported by Regent University funds or any event identified with or directly linked to the University.

Criminal violations, regardless of official charges or convictions, resulting from the use of alcohol, tobacco, or controlled substances is considered a substance abuse violation by the University and is subject to the University disciplinary process. Additionally, any incident that reflects negatively on Regent's image in the judgment of University administration that occurs as a result of alcohol use will be considered a violation of the Standard of Personal Conduct and will be dealt with accordingly. Violations could result in the removal from student housing or suspension or dismissal from the University.

More information on the Standard of Personal Conduct as it relates to drugs and alcohol can be found in [Regent University's Student Handbook](#) (Section 5.2.2, *Alcohol, Drugs, and Tobacco*).

## APPENDIX E

### REGENT UNIVERSITY ATHLETICS DRUG TESTING POLICY

Each student-athlete shall abide by the rules and regulations and accept the responsibilities of the Substance Abuse Policy as established by Regent University.

Student-Athletes are advised that Regent University has a strict "no drinking" policy in effect for all undergraduate students. This policy applies to both underage students and students over the age of 21 years. Student-athletes are specifically cautioned that a violation of the school's alcohol policy could not only result in suspension from the athletic team but dismissal from the institution. At no time shall an athlete at Regent University do any of the following:

- 1 Use or be under the influence of drugs not prescribed by a physician and not approved by the NCCAA.
- 2 Be under the influence of, or be in personal possession of, alcohol.
- 3 Use tobacco products on campus. This includes, but is not limited to cigarettes, cigars, and smokeless tobacco.

A head coach or the athletic director may at any time and without notice reprimand a student-athlete, suspend the student-athlete from the team, or impose conditions of probation on the student-athlete's continued participation on the team if the head coach or the athletic director believes that student has engaged in misconduct.

Student-athletes must abide by the drug testing procedures set forth by the NCCAA. Athletes are required to complete and sign the NCCAA Drug-Testing Consent form providing permission to be tested for banned substances and drugs. This form must be signed in order to participate or practice in intercollegiate athletics. This form will be made available to you at the Rules Orientation Session. (See attachment)

If a student-athlete has questions regarding the NCCAA policy on drug testing, drug use, and/or banned substances, they may visit the NCCAA website ([www.thenccaa.org](http://www.thenccaa.org)) or ask the head coach or Athletic Director for more information.

#### **Gambling and Sports Wagering**

The NCCAA opposes all forms of legal and illegal sports wagering. For these reasons, the NCCAA membership has adopted specific rules prohibiting athletic department staff members and student-athletes from engaging in gambling activities as they relate to intercollegiate and professional sporting events.

NCCAA By-laws specify that staff members of the athletic department, which includes athletic department administrators, support staff, coaches, athletic trainers, equipment managers, student-athletes, and student trainers shall not knowingly:

- 1 Provide information to individuals involved in organized gambling activities concerning Intercollegiate athletics competition.
- 2 Solicit a bet on any intercollegiate team.
- 3 Accept a bet on any team representing the institution.

4 Participate in any gambling activity or tournament pools.

Prospective or enrolled student-athletes found in violation of the provisions listed above shall be ineligible for further intercollegiate competition. Intercollegiate staff members found in violation of the provisions of this regulation shall be subject to disciplinary and corrective action.

THE UNDERSIGNED STUDENT ACKNOWLEDGES AS FOLLOWS:

1. I have received a copy of this drug testing policy and have read and understand it.
2. As a condition of participation in an athletic program, I give my consent to any random drug testing done pursuant to this policy.

---

Printed Name

Date

---

Signature