



# Drug-Free Schools and Communities Act Biennial Review Report 2019

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## **I. Introduction to Point University**

Point University was founded as Atlanta Christian College in 1937 by Judge T. O. Hathcock (1879-1966), who served on the bench in Fulton County, Georgia, from 1914 until 1942. Point University's main campus is located in West Point, GA, while its historic campus was located in East Point, Ga., a suburb of Atlanta. The campus was a part of a 300-acre farm inherited by Mrs. Hathcock. With a barn, livestock and cultivated fields, the campus in its earliest days had a distinctly rural flavor.

Following its founding, Point University devoted attention primarily to the education of ministers, missionaries and other church-related workers. In 1965, the college became an accredited member of the American Association of Bible Colleges (AABC). In 1990, in conjunction with a broadening of the curriculum, the college was accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award the associate and baccalaureate degrees.

In February 2011, the board of trustees announced that the college's name would change to Point University on July 1. In fall 2012, the traditional, residential campus relocated to West Point, GA, and the growing Greater Valley area.

The University has had eight presidents that includes the current president Mr., Dean C. Collins who has served since 2006.

The mission of Point University is to educate students for Christ-centered service and leadership throughout the world. Point University believes that the goal of education is the development of the total person. The curriculum – arts and sciences, biblical and theological studies, and various professional studies – and the learning environment are designed to encourage students to grow spiritually, intellectually, socially, physically and professionally.

The University's curriculum currently offers majors in a variety of areas of including biblical studies and ministry, business and leadership, biology and exercise science, social and behavioral sciences, music, humanities, history, English, and education. Degree programs are offered for traditional college students, working adults, online students, and graduate level students. Courses are offered for high school students pursuing dual credit enrollment.

Point University is committed to the Lordship of Jesus Christ, the oneness of Christians, and the evangelization of the world. Since the unity of the church is created and maintained through a common faith in Jesus Christ, Point looks to the inspired biblical record for the foundation of its faith. The Bible is the source of our knowledge of God and His Son, Jesus Christ. The academic program of Point has at its center the Bible, and every degree includes a major or minor in Biblical Studies.

The trustees and employees of Point affirm the biblical concepts reflected in this statement of faith and have committed themselves to living a life that reflects their presence:

- We believe in the one God, Creator of heaven and earth, who eternally exists in three persons: Father, Son and Holy Spirit.
- We believe that God the Son assumed human nature, was born of a virgin, ministered in word and miracle, died for our sin, was raised bodily from the dead, ascended to God's right hand where he presently reigns.

- We believe that the Holy Spirit indwells every Christian and is presently at work in the Christian community, empowering lives of godliness and service.
- We believe that the Holy Bible is inspired by God, trustworthy in its teaching, and the final authority for all matters of faith and practice.
- We believe that all of humanity, due to sin, is destined for death, corruption and separation from God apart from the redemptive work of Jesus Christ.
- We believe that Jesus Christ established his church to be one holy people, to glorify God, and to carry out his saving mission among all nations.
- We believe in God's saving grace that calls for faith, repentance, confession, baptism and new life and service through the Spirit.
- We believe in the blessed hope of the second coming of Jesus Christ, who will raise the dead and judge all with justice and mercy, and in the consummation of the Kingdom of God.

Point University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate, baccalaureate, and master's degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097, telephone 404-679-4500, or [www.sacscoc.org](http://www.sacscoc.org) for questions about the accreditation of Point University. All other inquiries, such as for admission or academic information, should be made directly to the appropriate Point office.

Point's Department of Education, the University's professional education unit, is accredited by the National Council for Accreditation of Teacher Education (NCATE) at the initial teacher preparation level, which was continued by the Continuous Improvement Commission of the Council for the Accreditation of Educator Preparation (CAEP) in 2014. The Georgia Professional Standards Commission (PSC) has granted accreditation to the Early Childhood Education preparation program (preschool through fifth grade), Middle Grades Education preparation program (fourth through eighth grade), the Secondary Education program in the areas of Biology, English, and History (sixth through twelfth grade), and the English to Speakers of Other Languages (ESOL) endorsement program.

## **II. Objectives of the Biennial Review**

- To determine the effectiveness of, and to implement any needed changes to, the AOD prevention program.
- To ensure that campuses enforce the disciplinary sanctions for violating standards of conduct consistently.

## **III. Biennial Review Process**

Please find the federally mandated biennial review of Point University's substance abuse prevention education efforts for academic years 2017-2018 and 2018-2019. The Drug-Free Schools and Communities Act of 1989 and subsequent legislation require an institution of higher education (IHE) to abide by the regulations to be eligible to receive funds or any other form of financial assistance under any Federal program, including participation in any federally funded or guaranteed student loan program. In support of the safety and health of its students and employees, and pursuant to its obligation to conduct a biennial review of its drug and alcohol abuse prevention programs, Point University has authorized an administrative review of those programs to be completed every two years. The purpose of this review is (1) to consider whether the college is meeting its obligations under the Federal Drug Free Schools and Campuses Regulations, (2) to summarize the related policies, procedures and programs, and (3) to recommend any appropriate enhancements to those policies, procedures and programs.

The next step in the review process is to report the findings and recommendations to the university's president for consideration and/or approval. The final step requires a letter of response from the president detailing what action he plan to take in regards to the recommendations. This letter of response is then added to the final report and kept on file for possible review by the U.S. Department of Education.

The final report is as follows:

Academic Services meets the requirements of the mandated services required under the federal regulations. The materials prepared and distributed by Academic Services and Human Resources are comprehensive and are available to students and employees (faculty and staff). The University policies meet the requirements of the Drug-Free Workplace and Drug-Free Schools legislation.

There are opportunities for improvement, which are addressed in the assessments and recommendations.

Point University has formed a committee to conduct the 2019 Biennial Review. The committee consisted of representatives from the university.

- Margaret Hodge, Director of Human Resources
- Eric Flournoy, Chief of Security
- Laura Schaaf, Dean of Students
- Illya Lawrence, Assistant Dean of Students
- Dr. Stacy Bartlett, Vice President of Student Services
- Nadeena Power, Chief Financial Officer

The following materials, policies and programs were examined as part of this biennial review:

- U.S. Department of Education, Complying with the Drug-Free Schools and Campuses Regulations; A Guide for University and College Administrators
- Point University's Annual Security Report. <http://intranet.point.edu/wp-content/uploads/2019/09/2019-ASR-AFSR-Final.pdf>
- Point University's Reasonable Suspicious Checklist. <http://intranet.point.edu/suspicion-of-drug-use/>
- Point University's Honor Code. <https://point.edu/wp-content/uploads/2019/09/Honor-Code-2019-2020.pdf>
- EDGAR part 86-Drug-Free Schools and Campuses Regulations. <https://ifap.ed.gov/regcomps/attachments/86.pdf>

In our review of the current campus enforcement of procedures, we have found Point University continues to improve and streamline the education process of students, faculty and staff. Communication between Human Resources, Student Services, and Campus Security is effective. We find that existing policies are adequate and effective as the College has experienced minimal AOD incidents among the over 2,000 students it served during the reporting period.

#### **IV. Description of Drug and Alcohol Abuse Programs**

##### **Statement of Philosophy and Purpose**

Point University is dedicated to promoting and preserving its integrity for the benefit and welfare of all students. Consistent with that goal, Point University has established the following substance abuse program. Through this program, Point University desires to educate and communicate a clear message of non-tolerance to its students about substance abuse in a positive, forceful and straightforward manner. Studying at Point University is considered a privilege and substance abuse is considered an abuse of this privilege.

The program and policy will affect and include all students. For the purpose of clarity; "student" will be defined as:

- a. Any person enrolled in classes at Point University, either full-time or part-time, in any of the university's programs.
- b. Any person living in Point University housing with the intent to enroll.

##### **Objectives**

The objectives of the Point University substance abuse program include, but are not limited to:

1. Encourage abstinence from the use of illegal substances among the student body at Point University.
2. Support the goal of education at Point University – growing every student:
  - a. **Spiritually** - in a faith relationship with Jesus Christ.

- b. **Intellectually** – thinking critically and effectively communicating competencies.
  - c. **Socially** – living respectfully in community.
  - d. **Physically** – developing lifestyles advantageous to good health.
  - e. **Professionally** – becoming equipped to pursue a vocation.
3. Provide educational experiences in order to have informed students who are aware of the consequences of substance abuse.
4. Institute a testing program to detect possible use of banned drugs.
5. Provide a resource list of intervention programs which have support systems for rehabilitation and educational awareness.
6. Retain students by encouraging them to accept the responsibilities and consequences of the use of illegal substances.

### Prohibited Drugs

Any drug which is procured illegally or is prohibited by law, including the sale, purchase, or possession of said drug, is prohibited by Point University. Drugs obtained by medical prescription or purchased over the counter, if used inappropriately, are also prohibited.

No officer, employee or agent of Point University may supply any student with any drug or substance which may endanger the health of the student. Personnel cannot encourage or induce any student to use prohibited substances except as prescribed by qualified medical personnel for treatment of the student.

### Special Conditions

1. Any student legally *charged* with the sale, purchase, transfer, distribution, or possession of an illegal substance will be suspended from Point University until he or she is cleared of those charges. The student will be held accountable to the University through the University judicial system.
2. Any student *convicted* of the aforementioned charges will be immediately dismissed from the University and all financial aid will be terminated at the end of the semester in which the conviction occurs. The student will be held accountable to the University through the University judicial system.

### Policy

All students are required to adhere to the conditions of the screening and testing program as a result of being considered a student at this institution. The department of Student Life reserves the right to require testing by an individual student when use of illegal substances is suspected. All persons tested are subject to observation. The results of this test would follow the written procedures under the Test Results section.



Student athletes at Point University are subjected to random testing as part of the Athletics program. The random selection is facilitated by the East Alabama Medical Center and communicated to the Athletic Director. The screening procedure is the same as is outlined below. Because student athletes are selected randomly, they could be subject to testing more than once a year.

Any self-report or positive test will be reported to the Dean of Students, or the Assistant Dean of Students facilitating the discipline process. The student will be held accountable to the consequences of a positive test result as outlined in this document. Confidential drug test results will be kept on file for the entirety of the student's college career. All disciplinary violations and consequences related to illegal drug use are treated as cumulative.

### Screening Procedure

1. The student is notified that he or she has been selected for drug screening.
2. The student is provided a "screening request" form indicating chain of custody and payment details. The student will need to present this form, along with 2 forms of identification (one must be their Point University student ID) to the drug screening facility to release results to Point University.
3. The student will present him or herself at the time and location outlined in their notification letter.
4. The screening facility will return the results to the Athletic Director.

### Safe Haven Clause

If a student wishes to address any substance use or abuse before he or she is selected for testing, that person will be allowed safe haven. A student may request a safe haven via the Dean of Students, or one of the Assistant Dean of Students. A safe haven will be granted only *one* time during a student's career at Point University. If a student has previously received a positive test result, a safe haven may not be requested. In good faith that the student requesting safe haven desires to mature beyond substance abuse, the student will not be suspended from extra-curricular activities or athletic team participation during this period.

In this case, the student will be required to complete a combination of supportive accountability (counseling, personalized mentoring, spiritual accountability etc.) measures as outlined in the Point University Discipline Process, however punitive measures will not be enacted. At an undisclosed date the student will be required to provide a follow-up drug screening, at the student's expense, from a partner drug screening facility. The student will be contacted by a Student Life discipline adjudicator communicating when the screening results are requested. Failure to provide test results by the date and time indicated in the communication will be considered a *positive* test result.

If this random test is *negative* after completion of the safe haven procedure, the student is eligible to return to a good standing status. If this random test is *positive* after completion of the safe haven procedure, the student will be given a first positive test result and be disciplined accordingly.

### Test Results

Failure of the student to cooperate with the testing procedure by not appearing for the testing process within the allotted time, not producing a sample, or attempting to falsify, alter or destroy the sample will be equivalent to a “positive” test result.

Whenever a *negative* test result is reported, the steps below will be followed:

1. The testing agency will report the result of the test to the Athletic Director.
2. The student will be notified of the results of the test.

Whenever a *positive* test result is reported, the steps below will be followed:

1. The testing agency will report the result of the test to the Athletic Director who will notify the Dean of Students, or his, or her designee.
2. The student will be notified of the results of the test and a meeting time will be set to begin the steps of the consequences of a positive test result.
3. The student has the opportunity to verify the validity of the test results, or request confirmation of the test results from the laboratory.

### Consequences of a Positive Test Result

*First “positive” test result will be treated as a double-major offense as outlined in the Point University Discipline Process.*

*Second “positive” test result will result in the suspension of the student as outlined in the Point University Discipline Process.*

### Appeal Process

A student has the right to appeal any disciplinary decision imposed by the university. Proper procedure for appealing disciplinary decisions is outlined in *The Point University Discipline Process* found in *The Point Community Honor Code*.

### Reinstatement Process

A student may apply for reinstatement of full participation and financial aid eligibility after the completion of a full semester without financial aid. If reinstatement is granted, financial aid may be reinstated at the beginning of the next fall or spring semester. Participation in extra-curricular activities, however, will be reinstated no less than one calendar year from the date of the suspension of such activities, and must be accompanied by a negative test result at the point of reinstatement (The student is responsible for the cost of any testing). A *positive* test result at the point of reinstatement will result in immediate and permanent termination of all financial aid, and possible suspension of the privilege to study at Point University.

**Alcohol and Drug Violations Enforcement Analysis  
Academic Year 2017-2018**

<b>Violations</b>	<b>FA 2017</b>	<b>SP 2018</b>
Alcohol Violations	<b>2</b>	<b>5</b>
Drug violations	<b>10</b>	<b>3</b>

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<b>Sanctions Imposed</b>	<b>2017-2018</b>
Financial Fine	<b>20</b>
Personal Mentoring and/or Counseling	<b>20</b>
Community Service	<b>15</b>
Educational Paper	<b>5</b>
Game Suspensions	<b>13</b>
Random Drug Testing/Room Searches	<b>13</b>
6 Month Accountability Period	<b>13</b>

## Alcohol and Drug Violations Enforcement Analysis Academic Year 2018-2019

<b>Violations</b>	<b>FA 2018</b>	<b>SP 2019</b>
Alcohol Violations	<b>4</b>	<b>4</b>
Drug violations	<b>4</b>	<b>10</b>

<b>Sanctions Imposed</b>	<b>2017-2018</b>
Financial Fine	<b>22</b>
Personal Mentoring and/or Counseling	<b>22</b>
Community Service	<b>18</b>
Educational Paper	<b>4</b>
Game Suspensions	<b>13</b>
Random Drug Testing/Room Searches	<b>14</b>
6 Month Accountability Period	<b>14</b>

### **Intercollegiate Athletics**

All student-athletes must comply with the Point Covenant and State of Georgia and Alabama's alcohol-related criminal laws (e.g. no underage drinking and no driving under the influence of alcohol). Alcohol abuse by all student-athletes is strictly prohibited and cause for disciplinary action by the head coach, sport administrator, athletics director and/or Student Life. In addition to Student Life, the Athletics Department may issue additional disciplinary actions on the student-athlete for violations of the Point Covenant and/or state laws.

Use by Point student-athletes of substances determined to be unlawful by federal, state or NAIA regulations, and substances that have the potential for abuse, or are intended to provide an unfair competitive advantage, or are hazardous to one's health as determined by the medical advisors of Point and the NAIA (e.g., anabolic steroids, stimulants, diuretics, performance enhancing drugs, marijuana, cocaine, and amphetamines) are prohibited. This prohibition applies to all student-athletes before, during and after each team's competitive season. As a condition of participation in intercollegiate athletics at Point, each student-athlete participates in the University's Substance Abuse Program as outlined in the Point Covenant, which includes random drug testing.

Point Athletics Department supports the Point Covenant and prohibits the use of tobacco products during any Athletics Department function (e.g., practice, competition, travel for away contests, team meetings, strength and conditioning workouts, social functions, etc.) and on any property owned or operated by Point University.

The athletics director, head coach and/or sport administrator are responsible for determining, based on reasonable and credible evidence, if misconduct occurred. After taking into consideration the facts surrounding the misconduct, mitigating circumstances, and the prior academic, behavioral and disciplinary history of the student-athlete, the athletics director, sport administrator and/or head coach will determine the appropriate sanction(s). Sanctions may include written warnings and reprimands, educational programs, community service, counseling, academic performance requirements, restitution, suspension from practice, suspension from competition, prohibiting the use of athletic facilities and services, reduction or termination of athletic aid, dismissal from the team and other sanctions as determined by the Athletics Department. Dismissal is communicated to the proper University officials. In all cases of Point Covenant violation, the Athletics Department will cooperate with Student Life.

There are no NAIA rules pertaining to dismissal from a varsity athletics team. Such rules and decisions at Point are set by each head coach in conjunction with the athletics director.

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## 2017-2018 Athletics

<b>SPORT</b>	<b>Number Tested</b>	<b>Positive +</b>	<b>Negative -</b>
Women's Soccer	5	2	3
Men's Soccer	10	1	9
Volleyball	6	0	6
Football	37	8	29
Men's Cross Country	2	0	2
Women's Cross Country	0	0	0
Cheer	4	0	4
Women's Basketball	2	1	1
Men's Basketball	14	1	13
Women's Swimming	3	0	3
Men's Swimming	2	0	2
Baseball	14	0	14
Softball	8	0	8
Women's Golf	3	0	3
Men's Golf	5	0	5
Women's Tennis	5	0	5
Men's Tennis	1	0	1
Women's Lacrosse	1	0	1
Men's Lacrosse	12	0	12
TOTAL=	134	13	121

## 2018-2019 Athletics

<b>SPORT</b>	<b>Number Tested</b>	<b>Positive +</b>	<b>Negative -</b>
Women's Soccer	1	0	1
Men's Soccer	3	0	3
Volleyball	2	0	2
Football	13	3	10
Men's Cross Country	1	0	1
Women's Cross Country	0	0	0

## Point University Drug-Free Schools and Communities Act Biennial Review 2019

Cheer	1	0	1
Women's Basketball	4	0	4
Men's Basketball	4	0	4
Women's Swimming	2	0	2
Men's Swimming	1	0	1
Baseball	13	1	12
Softball	7	0	7
Women's Golf	4	0	4
Men's Golf	3	0	3
Women's Tennis	3	0	3
Men's Tennis	2	0	2
Women's Lacrosse	2	0	2
Men's Lacrosse	6	0	6
TOTAL=	72	4	68

### Human Resources

Although the main efforts of the university are focused on the student population, Point University is committed to compliance with the Drug-Free Workplace Act of 1988 (34 CFR Part 85, Subpart F). Through the Employee Assistance Program (EAP), University employees are provided access to substance abuse treatment resources as well as educational content. In addition, Point University has counselors that are available to confidentially discuss AOD issues with Point University faculty and staff.

All new employees to Point University are required to attend New Staff Orientation, which is coordinated by Human Resources. This half of day orientation covers many policies, including the Alcohol and Other Drug Prevention policy. Personal conduct, including complying with all federal, state and local laws regarding the distribution, possession, and consumption of alcoholic beverages, is discussed. This orientation seeks to assist the onboarding process for new employees and at the same time make them aware of expectations around conduct.

The employee handbook covers our drug and alcohol policies and is available on-line for all employees. In addition, the drug and alcohol policy is one of the items that all new hires must read and "sign" (the "signature" is an email response acknowledging that the items have been read). Should a change in the policy occur, all current employees would be emailed the document and be required to "sign" in the same manner that we currently use for new hires.

Disciplinary action up to and including termination would be the final option. The disciplinary actions would be dictated based on the circumstances but, at a minimum, mandatory treatment would be required.

**\*2017-2018 Human Resources**

<b>Alcohol &amp; Other Drug</b>	<b>2017</b>	<b>2018</b>
Number of Employees Tested	N/A	N/A
Positive	N/A	N/A
Negative	N/A	N/A
Resigned	N/A	N/A
Terminated	N/A	N/A

***\*There are no incidents to report for Human Resources during the 2017-2018 year.***

**\*2018-2019 Human Resources**

<b>Alcohol &amp; Other Drug</b>	<b>2018</b>	<b>2019</b>
Number of Employees Tested	N/A	N/A
Positive	N/A	N/A
Negative	N/A	N/A
Resigned	N/A	N/A
Terminated	N/A	N/A

***\*There are no incidents to report for Human Resources during the 2017-2018 year.***

### **Marketing & Communications**

The Marketing & Communication Office provides the cover and publishes the Biennial Review on point.edu website. The information contained can be found under the consumer information

### **Extended Campuses**

Staff at Point University's offsite locations and who serve the online program are expected to comply with the same expectations listed above under the Human Resources section and are provided with the same information and resources. All students must comply with the Point Catalog and State of Georgia's alcohol-related criminal laws (e.g. no underage drinking and no

driving under the influence of alcohol). Alcohol abuse on site by any student is strictly prohibited. All students and staff at Point University's offsite locations and online program receive Point policies via email and all students receive through their orientation.

Use by Point students of substances determined to be unlawful by federal or state regulations, and substances that have the potential for abuse, or are hazardous to one's health as determined by the medical advisors of Point are prohibited. This prohibition applies to all students while enrolled at Point University.

All sites are subject to the same policies as the main campus in West Point and students are notified of these policies through their orientation process, the catalog, and emails sent regularly to reinforce this information.

### *Online*

The online program at Point University launched in the spring term of 2014. Point University offers an orientation for online students. During the relevant school years, the admission office offered one on one orientations for students to ensure they were aware of university policies and resources. During the 2017-2018 and 2018-2019 school years, the primary contact for the online program was housed in the West Point campus. This dedicated staff member was available to answer student questions and assist them in connecting with appropriate departments and school resources. These resources included access to counseling services at Point University locations or, as needed, referrals to local resources.

### *Peachtree City*

The offsite locations for Point University primarily serve adult degree completion students. The adult student population attends orientation to make them aware of University policies and receive support from site directors and site staff that help promote community resources as well as institutional events and resources. All site students receive communication regarding drug and alcohol policies, videos of trainings and site staff have been trained to provide counseling referrals and have been given recommended counselors for their region from the licensed faculty in West Point.

Due to students' limited time on site at the off-site locations and because Point University only offers housing at their main campus in West Point, GA, these students have less opportunity to engage in drug or alcohol use at Point locations because their only time at a Point site is supervised by staff or faculty.

### *Savannah*

The offsite locations for Point University primarily serve adult degree completion. The adult student population attends orientation to make them aware of University policies and receive support from site directors and site staff that help promote community resources as well as institutional events and resources. All site students receive communication regarding drug and alcohol policies, videos of trainings and site staff have been trained to provide counseling referrals and have been given recommended counselors for their region from the licensed faculty in West Point.

Due to students' limited time on site at the off-site locations and because Point University only offers housing at their main campus in West Point, GA, these students have less opportunity to engage in drug or alcohol use because their only time at a Point site is supervised by staff or faculty.



### **University Police/Security**

The Point University Department of Safety and Security is the primary campus safety authority for Point University. Its Campus Security Officers (Synergy Security Services, LLC.) are not certified police officers but are empowered to enforce the policies set forth by Point University. The Campus Safety and Security Department also works regularly with and is supported by the Police Departments of West Point, Lanett, Valley, Peachtree City, the Chambers County Sheriff's Department and other local law enforcement agencies on criminal investigations. Point University's Department of Safety and Security will provide and seek assistance from other federal, state, county and local law enforcement agencies as needed.

The department's ability to develop and sustain the public's trust involves our commitment to provide excellent services in our efforts to promote and maintain a safe and secure college community. All members of the Point University community can expect to be treated in a courteous and professional manner by members of our department.

The department will not tolerate an employee who acts unprofessionally or who does not provide an appropriate and reasonable level of service. We also wish to recognize instances where our employees have been especially helpful or have exceeded their expectations in the service they have provided.

The foundational dynamic of the relationship between Campus Safety and the public requires interdependence – not independence. “The public are the police, and the police are the public”, and it is essential that the services provided to the Point University community are acceptable.

Anyone involved in or is a witness of an on-campus emergency that is an immediate threat to personal or property safety should dial 911. Any criminal offense or suspected criminal activity should be reported immediately to the on duty Campus Security Officer by dialing:

Lanier Academic Center (PAC): 404-232-5420

Skyhawk (SH): 706-501-9766

Campus Security will respond as quickly and safely as possible to any request for assistance, whether it is an emergency or not. Response time is based on current activity and severity of the call. Crimes in progress, alarms, traffic accidents with injuries and medical assists have a higher priority than other types of calls.

Campus Safety Officers remain vigilant in their efforts to be visible and accessible to the campus community by patrolling the campus by vehicle and on foot patrol, which provide for immediate and personable public contact. For off campus offenses, we encourage prompt reporting to the proper local law enforcement agency. We cannot overemphasize the importance of prompt and accurate reporting of an incident or accident whether on or off campus. For example, if a crime is not reported promptly, evidence can be destroyed or the potential to apprehend a suspect is lost. Consequently, this will inhibit the ability to determine the facts and develop an accurate report, and information could be missed that is essential for further investigation. If you witness a crime or emergency, promptly report it to Campus Security and be prepared to answer questions as accurately as you can. The subsequent investigation can only be as thorough as the information received. If you are the victim of a crime or you have seen or received information of criminal activity or other emergency, please contact Point University Campus Security immediately. The Safety and Security Department at Point University compiles a daily crime and incident report log. This summary identifies the type, location, time and date the crime or

incident was reported to the Safety and Security Department. You may view a printed copy of this report at the Campus Safety and Security Department office.

The Campus Safety and Security Department encourages anyone who is the victim or witness to any crime to report the incident promptly to Campus Security. Wherever possible, confidentiality will be maintained.

There will be no retaliatory action against any individual with respect to the implementation of any provision of the Clery Act. The office of Enrollment Management can assist the victim with issues including, but not limited to, class schedule changes or withdrawal procedures.

#### *Reporting Criminal Offenses to Campus Security*

Faculty, staff and students are encouraged to report any criminal offenses within the campus environment directly to the Point University Safety and Security Department. For off-campus offenses, we encourage prompt reporting to the proper local law enforcement agency. As an option, you may also report criminal offenses to designated campus officials (including but not limited to) directors, deans, department heads, Human Resources, advisors to students/student organizations, athletic coaches or to local law enforcement agencies.

Although exempt from the reporting requirements of the Clery Act, pastoral and professional mental health counselors are encouraged to refer persons they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual statistics, especially if the incident may pose an ongoing threat to the campus community.

## **V. Prevention**

### **Disability Resource Center**

The ADA provides that any student who is “currently engaging” in the illegal use of drugs and/or alcohol is not a “qualified individual with a disability.” However, qualified individuals *do* include those that have been successfully rehabilitated or currently participating in a rehabilitation program. All students at Point University are eligible for reasonable accommodations under the ADA if they have a qualifying disability. As such, many students receiving accommodations use prescription medication. Prescription drug abuse requires professional intervention beyond what the Office of Disability Services can provide, but should not be dismissed as unrelated to an individual’s disability. Thus it is the ODS’s policy to take a proactive approach to the misuse of prescription medication and collaborate with appropriate resources both on and off campus.

### **Community Resources**

East Alabama Medical Center  
2000 Pepperell Pkwy  
Opelika, AL 36801  
(334)749-3411  
<https://www.eamc.org/>

East Alabama Medical Center (Lanier Hospital)  
4800 48<sup>th</sup> Street  
Valley, AL 36854

Lanier Medical Pavilion  
267 Fob James Dr.  
Valley, AL 36854

Urgent Care  
267 Fob James Dr.  
Valley, AL 36854

Aperian Lab Solutions  
121 N 20<sup>th</sup> St #17  
Opelika, AL 36801

**Student Life Office/Housing**

<b><u>Group</u></b>	<b><u>Activity</u></b>	<b><u>Attendance</u></b>	<b><u>Year</u></b>
SL	Orientation: VAWA	ALL - MANDATORY	17-18
SL	Orientation: Security	ALL - MANDATORY	17-18
SL	Block Party	200+	17-18
SL	Luau	200+	17-18
SL	Midnight Madness	350	17-18
SL	Homecoming parade, pep rally & tailgate	350	17-18
SGA	Homecoming dance	50	17-18
SL	Broomball	70	17-18
SL	Ice skating	50	17-18
SGA	Bonfire	30	17-18
SL	Sober St Patrick's	70	17-18
CLM	Drunk Olympics	100	17-18
CLM	Relationship Emphasis Week	80	17-18
CLM	Pumpkin Spice Party	40	17-18
SL	Men's Week	200	17-18
SL	Women's Week	125	17-18
SL	Hispanic History Month	100	17-18
SL	Black History Month	200	17-18
SL	Indoor Soccer Game	50	17-18
SL	Monday Matter's Leadership Speaker	50	17-18
CLM	Catalyst Conference	8	17-18
SL	What Were You Wearing	300	17-18
SL	Impact Day	450	17-18
SGA	Spring Formal	100	17-18
SL	Pi Day	50	17-18
SGA	Easter Egg Hunt	50	17-18
SL	GACE Career Fair	12	17-18
SL	Orientation: VAWA	ALL - MANDATORY	18-19
SL	Orientation: Security	ALL - MANDATORY	18-19
SL	Block Party	200	18-19
SL	Indy Cars	125	18-19
SL	Black History	70	18-19
SL	Pi Days	500	18-19
SL	Silent Party	200	18-19
SL	Polar Express	40	18-19
SL	Finals Frenzy	300	18-19
CLM	Dorm Wars (4 days)	800	18-19
CLM	80's Dance Party	200	18-19

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CLM	Drunk Olympics	150	18-19
CLM	Relationship Emphasis: Dating Game	75	18-19
SL & CLM	Men's Week	200	18-19
SL & CLM	Women's Week	150	18-19
SGA	Dodgeball	150	18-19
SGA	March Madness	150	18-19
SGA	End of Year Block Party	200	18-19
SGA	Spring Formal	125	18-19
SL	Impact Day	400	18-19
SL	Red Out	250	18-19
SL	Red Flag Campaign	All Campus	18-19

In addition to sessions held above, Point University also offers the following:

Point's Counseling Center	Personal Therapy
Personalized Life Coaching	
Monthly Chapel	
Adventure Groups	
Weekly Communion	
Sunday Night Worship	
Bible Studies	
CLMs: peer counseling	

### **Intercollegiate Athletics**

Student-athletes and student managers are subject to screening on a random or targeted selection basis based on reasonable suspicion.

An additional 20 percent of the remaining student-athletes will be randomly selected and tested for street drugs at some point during the school year. Additionally, all student-athletes selected to participate in NAIA postseason competition will be tested at the competition. If a student is suspected of using illegal drugs or abusing alcohol, a request for drug testing should be made to the sports medicine staff and/or sport administrator to initiate a drug test. Students associated with the Athletics Department may be tested for any or all NAIA banned substances including, but not limited to:

- Alcohol
- Depressants
- Mind Altering Substances
- Marijuana
- Ephedrine
- Diuretics
- Ecstasy
- Anabolic Steroids
- Stimulants

Screening will be accomplished by the analysis of a urine specimen or other industry recognized analytical procedure. All specimens will be coded to ensure confidentiality, and the specific identity will be known only to specific University employees designated by the athletics director. All chemical analyses will be conducted by a professional laboratory. Screening will be administered in a confidential setting, and each collection will be witnessed by a designated person of the same sex as the student being tested.

If a banned substance is being used at the prescription of a physician, the student may continue to participate in athletics-related activities:

With respect to possible risk to the health of the student, the attending physician certifies in writing that the specified athletics-related activity may be safely undertaken and the student executes a prescribed waiver which relieves Point of any responsibility for illness or injury attributable to engagement in athletics related activities while under the influence of the prescribed medication; and 2. With respect to possible performance-enhancing effects, the

student-athlete's attending physician, in consultation with Point medical and athletics authorities, can and does implement a schedule of medication that precludes such performance-enhancing effects during times relevant to intercollegiate athletics competition.

Positive drug tests are cumulative throughout a student's career at Point.

The first positive drug test will be reported to the Head Athletics Trainer, the sport administrator, the student's head coach and Student Life Director. The student's parents can also be notified by the coach or head athletic trainer if the student tested positive for street or performance enhancing drugs. Coaches or the head athletic trainer may inform the student's parents if the student tested positive for alcohol. Drug education sessions at the Point Counseling Center will be mandatory for a first offense. Further disciplinary action may be taken at the discretion of the student's head coach up to and including dismissal from the team and cancelation of athletics-related aid when the student has a history of previous law and/or rule (e.g., Athletics Department or University) violations. In addition to any University related sanctions, student-athletes will be suspended from a certain number of contests in accordance with his/her specific offense.

The guidelines for the athletic disciplinary measures are as follows:

<b>Athletic Discipline Measures</b>					
<b>Sport</b>		<b>Alcohol</b>		<b>Drug/Enhancements</b>	
		<b>1st</b>	<b>2nd</b>	<b>1st</b>	<b>2nd</b>
Soccer		1	2	2	3
Volleyball		2	4	3	5
Football		1	2	2	3
Cross Country		1	2	2	3
Cheer		2	4	3	5
Basketball		2	4	3	5
Swimming		1	2	2	3
Baseball		3	6	5	7
Softball		3	5	4	6
Golf		1	2	2	3
Tennis		2	4	2	4
Lacrosse		1	2	2	3

Scrimmages, exhibition, or alumni games do not count as games suspended. If offense occurs in the off-season, the discipline measure will carry over to the next season.

### **Human Resources**

The Human Resources Departments holds a minimum of three trainings per year that consist of updates to drug and alcohol policy as well as customer service with relation to our staff and faculty. The dates coincide yearly within the terms for an academic year.

- Fall (August to December)
- Spring (January to May)
- July (May – July)

### **University Police/Security**

Point University Security host the following trainings:

- Emergency Training
  - Fire Drills
  - Fire Prevention Methods
- Spot-Assess-Handle
- Securing Property
- Proper use of a Fire Extinguisher (PASS) Pull-Aim-Squeeze-Sweep
- Safety Tips for College Campus
- Drug Identification



## **VI. Assessment/Recommendations**

### **Disability Resource Center**

After a review of the policy and student affected, no students receiving accommodations from the ODS either self-reported or were reported to have misused prescription medication. This policy is still in effect.

### **Intercollegiate Athletics**

After a review of the following, the Athletics department allows for self-certification when it comes to reporting any violation of the policy mentioned above. If there are any that self-report they adhere to the same sanctions and disciplinary actions listed above.

### **Student Life/Housing**

After a review of the following, the Student Life department has revised the policy as stated below:

#### *Statement of Philosophy and Purpose*

Point University is dedicated to promoting and preserving its integrity for the benefit and welfare of all students. Consistent with that goal, Point University has established the following substance abuse program. Through this program, Point University desires to educate and communicate a clear message of non-tolerance to its students about substance abuse in a positive, forceful and straightforward manner. Studying at Point University is considered a privilege and substance abuse is considered an abuse of this privilege.

The program and policy will affect and include all students. For the purpose of clarity; “student” will be defined as:

- a. Any person enrolled in classes at Point University, either full-time or part-time, in any of the university’s programs.
- b. Any person living in Point University housing with the intent to enroll.

#### *Objectives*

The objectives of the Point University substance abuse program include, but are not limited to:

1. Encourage abstinence from the use of illegal substances among the student body at Point University.
2. Support the mission and goals of education at Point University – growing every student:
  - a. Spiritually - in a faith relationship with Jesus Christ.
  - b. Intellectually – thinking critically and effectively communicating competencies.
  - c. Socially – living respectfully in community.
  - d. Physically – developing lifestyles advantageous to good health.
  - e. Professionally – becoming equipped to pursue a vocation.
3. Provide educational experiences in order to have informed students who are aware of the consequences of substance abuse.
4. Institute a testing program to detect possible use of banned drugs
5. Provide a resource list of intervention programs which have support systems for rehabilitation and educational awareness.

6. Retain students by encouraging them to accept the responsibilities and consequences of the use of illegal substances.

### *Prohibited Drugs*

Any drug which is procured illegally or is prohibited by law, including the sale, purchase, or possession of said drug, is prohibited by Point University. Drugs obtained by medical prescription or purchased over the counter, if used inappropriately, are also prohibited.

No officer, employee or agent of Point University may supply any student with any drug or substance which may endanger the health of the student. Personnel cannot encourage or induce any student to use prohibited substances except as prescribed by qualified medical personnel for treatment of the student.

### *Special Conditions*

1. Any student legally charged with the sale, purchase, transfer, distribution, or possession of an illegal substance will be suspended from Point University until he or she is cleared of those charges. The student will be held accountable to the University through the University judicial system.
2. Any student convicted of the aforementioned charges will be immediately dismissed from the University and all financial aid will be terminated at the end of the semester in which the conviction occurs. The student will be held accountable to the University through the University judicial system.

### *Policy*

All students are required to adhere to the conditions of the screening and testing program as a result of being considered a student at this institution. The department of Student Life reserves the right to require testing by an individual student when use of illegal substances is suspected. All persons tested are subject to observation. The results of this test would follow the written procedures under the Test Results section.

Student athletes at Point University are subjected to random testing as part of the Athletics program. The random selection is facilitated by the East Alabama Medical Center and communicated to the Athletic Director. The screening procedure is the same as is outlined below. Because student athletes are selected randomly, they could be subject to testing more than once a year.

Any self-report or positive test will be reported to the Dean of Students, or the Assistant Dean of Students facilitating the discipline process. The student will be held accountable to the consequences of a positive test result as outlined in this document. Confidential drug test results will be kept on file for the entirety of the student's college career. All disciplinary violations and consequences related to illegal drug use are treated as cumulative.

Please note: in cases where the university has reason to believe substance use/abuse, illegal behavior, addictions, self-harm is taking place, or is reasonably concerned for the physical or emotional wellbeing of a student, they reserve the right to notify the student's parent or legal guardian.

### *Screening Procedure*

1. The student is notified that he or she has been selected for drug screening.

2. The student is provided a “screening request” form indicating chain of custody and payment details. The student will need to present this form, along with 2 forms of identification (one must be their Point University student ID) to the drug screening facility to release results to Point University.
3. The student will present him or herself at the time and location outlined in their notification letter.
4. The screening facility will return the results to the Athletic Director.

### *Safe Haven Clause*

If a student wishes to address any substance use or abuse before he or she is selected for testing, that person will be allowed safe haven. A student may request a safe haven via the Dean of Students, or one of the Assistant Dean of Students. A safe haven will be granted only *one* time during a student’s career at Point University. If a student has previously received a positive test result, a safe haven may not be requested. In good faith that the student requesting safe haven desires to mature beyond substance abuse, the student will not be suspended from extra-curricular activities or athletic team participation during this period.

In this case, the student will be required to complete a combination of supportive accountability (counseling, personalized mentoring, spiritual accountability etc.) measures as outlined in the Point University Discipline Process, however punitive measures will not be enacted. At an undisclosed date the student will be required to provide a follow-up drug screening, at the student’s expense, from a partner drug screening facility. The student will be contacted by a Student Life discipline adjudicator communicating when the screening results are requested. Failure to provide test results by the date and time indicated in the communication will be considered a *positive* test result.

If this random test is *negative* after completion of the safe haven procedure, the student is eligible to return to a good standing status. If this random test is *positive* after completion of the safe haven procedure, the student will be given a first positive test result and be disciplined accordingly.

### *Test Results*

Failure of the student to cooperate with the testing procedure by not appearing for the testing process within the allotted time, not producing a sample, or attempting to falsify, alter or destroy the sample will be equivalent to a “positive” test result.

Whenever a *negative* test result is reported, the steps below will be followed:

1. The testing agency will report the result of the test to the Athletic Director.
2. The student will be notified of the results of the test.

Whenever a *positive* test result is reported, the steps below will be followed:

1. The testing agency will report the result of the test to the Athletic Director who will notify the Dean of Students, or his or her designee.
2. The student will be notified of the results of the test and a meeting time will be set to begin the steps of the consequences of a positive test result.
3. The student has the opportunity to verify the validity of the test results, or request confirmation of the test results from the laboratory.

### *Consequences of a Positive Test Result*

First “positive” test result will be treated as a double-major offense as outlined in the Point University Discipline Process.

Second “positive” test result will result in the suspension of the student as outlined in the Point University Discipline Process.

### *Appeal Process*

A student has the right to appeal any disciplinary decision imposed by the university. Proper procedure for appealing disciplinary decisions is outlined in *The Point University Discipline Process* found in *The Point Community Honor Code*.

### *Reinstatement Process*

A student may apply for reinstatement of full participation and financial aid eligibility after the completion of a full semester without financial aid. If reinstatement is granted, financial aid may be reinstated at the beginning of the next fall or spring semester. Participation in extra-curricular activities, however, will be reinstated no less than one calendar year from the date of the suspension of such activities, and must be accompanied by a negative test result at the point of reinstatement (The student is responsible for the cost of any testing). A *positive* test result at the point of reinstatement will result in immediate and permanent termination of all financial aid, and possible suspension of the privilege to study at Point University.

### **Human Resources**

After a review of the current policies the following assessment and recommendation were made:

To ensure that all faculty and staff will receive the annual notification, regardless of the timing of their employment during the year, the following procedures will be employed:

Annual Distribution of Drug and Alcohol Information to Employees Human Resources will distribute the Point University’s Drug and Alcohol Abuse Prevention Policy and related information to all employees annually following the start of the fall semester. This communication will be in the form of an email with attached policy (PDF format) and a link to the most recent Biennial Review.

On-going Distribution of Drug and Alcohol Information to New Employees Human Resources will distribute the Point University’s Drug and Alcohol Abuse Prevention Policy and related information to all new employees monthly. This communication will be in the form of an email with attached policy (PDF format) and a link to the most recent Biennial Review.

Notice will state the following:

Pursuant to the Drug - Free Schools and Communities Act Amendments of 1989, Point University is required to distribute drug and alcohol prevention information to all employees. This information must include the standards of conduct prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol; local, state, and federal laws and sanctions related to illicit drugs and alcohol; the health risks associated with the use of illicit drugs and alcohol; any drug and alcohol counseling, treatment, rehabilitation, or other programs available to employees ; and a statement notifying employees that the University will impose sanctions for violations of applicable Point University drug and alcohol standards of conduct up to and including termination from the University. In compliance with the Drug - Free Schools and

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Communities Act Amendments of 1989, you are receiving the attached Point University Drug and Alcohol Abuse Prevention Policy.

Margaret Hodge  
Point University Human Resources  
706-385-1069  
Margaret.hodge@point.edu

### **University Police/Security**

After a review of the policy no changes are needed or recommended at this time.

**VII. President's Approval**

Drug –Free Schools and Community Act

Biennial Review 2019

I have reviewed and discussed the contents of this 2019 Biennial Review, and I approve the submission to the Department of Education.

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Dean C. Collins

President of Point University

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Date