



**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 2022 and 2023**

Report Prepared By:
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Regent University Substance Abuse Prevention Committee

June 2024



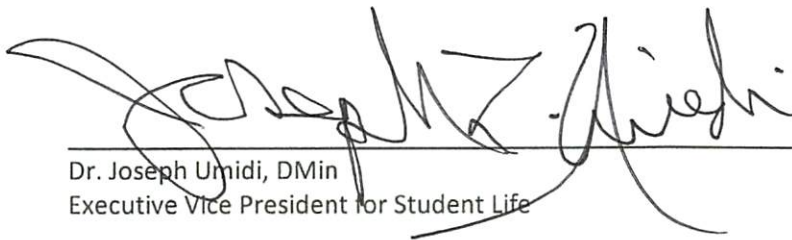
Regent University's Certificate of the
Annual Review Report of the Drug and Alcohol Abuse Prevention Program

We have reviewed and approved the content of this Biennial Review.



Martha Smith, JD
Vice President for Human Resources and Administration

7/15/2024
Date



Dr. Joseph Umidi, DMin
Executive Vice President for Student Life

7-15-2024
Date



Dr. William Hathaway, PhD
Provost

July 15, 2024
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 by U.S. News & World Report for four years, 2019, 2020, 2022 and 2023.
- Ranked among the Best Graduate Schools for 2023 by U.S. News & World Report for Law Schools; Social Science & Humanities Doctoral Programs – Psychology; Public Affairs; and Education.
- Ranked #1 among Best Accredited Schools for Online Degree Programs by Study.com, 2020.
- Topped the list of Best Online Bachelor's Programs in Virginia by U.S. News & World Report, 2023, for the eleventh year in a row.
- Ranked #1 Online Christian College in America by BibleCollegeOnline, 2021.
- Ranked #1 Best Value College in Virginia by Best Value Schools, 2021.
- Ranked #1 Most Affordable College in Virginia by Student Loan Hero, a division of Lending Tree, 2021.
- Ranked among the Best Online [MBA Programs](#) for 2022 by *Fortune*. Regent's online MBA program has also been ranked by *Fortune* at No. 1 for offering the best return on investment (ROI), 2023. Ranked among the Top 10 Best Online MBA Programs in Virginia for 9 years in a row by U.S. News & World Report, 2015-2023; and ranked #31 among the Top Online MBA Programs for 2023 by The Princeton Review®.
- Ranked among the Top 5 Best Online Graduate [Business Programs](#) (non-MBA) in Virginia for the last nine years, U.S. News & World Report, 2015-2023.
- Ranked among the Top 5 Best Online Graduate [Education Programs](#) in Virginia for 11 consecutive years, U.S. News & World Report, 2023.
- Among the Top 5 Safest College Campuses in Virginia, according to Niche, 2023. Ranked the #1 Safest College in Virginia and the #13 Safest College in the United States, 2021, by YourLocalSecurity. Learn more about the measures Regent takes to maintain [campus security](#).
- [Beautiful 70-acre campus](#) ranked in the Top 15 Best College Campuses in America and the No. 1 Best College Dorms in Virginia by Niche, 2023.
- #2 Military Friendly School, Military Friendly, 2024-25
- School of Law unveiled the Robertson Center for Constitutional Law, 2020
- Regent launch a standalone Honors College on its Virginia Beach campus in 2020
- 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

Leadership & Influence

When Dr. M.G. "Pat" Robertson established the University in 1977, 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; Governor Robert F. "Bob" McDonnell; 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:** 1977
- **Location:** Virginia Beach, Virginia
- **Unique campus culture:** Top-quality academics and leading-edge programs presented from a Christian worldview
- **Enrollment:** Over 13,000 students representing all 50 states and 70 countries
- **Alumni:** 37,000+ alumni working in 60% of the top Fortune 100 companies
- **Graduates:** Nearly 2,300 undergraduate and graduate degrees were conferred at Regent's 44th Commencement ceremony, May 2024
- **Degrees:** Offering associate, bachelor's, master's and doctoral degrees in more than 150 areas of study
- **Student-to-Faculty ratio:** 19:1
- **Faculty:** Nearly 90% of full-time faculty hold the highest degree in their field
- **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

Vision

Our vision is to be the most influential, transformational, Christian 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 the University administration, and implemented per their recommendation and best practices.

Biennial Review Period

Following the guidance 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 2024 covers the program's implementation for 2022 and 2023.

Review Procedures

The Substance Abuse Prevention Committee is charged with biennially reviewing the survey data, evaluating the program's effectiveness, and making necessary improvement recommendations. 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 Dean of Student Services, the Office of Human Resources, the HRIS & Training Manager, and the University's Substance Abuse Prevention Committee. The Executive Vice President for Student Life and Vice President for Human Resources and Administration appoint members to this Committee.

The final report is sent to the Executive Vice President for Student Life and Vice President of Human Resources and Administration for approval. On behalf of the faculty and deans, the University's Provost provides input and support to this review and program.

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 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 and identify those programs and policies that should be revised or 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 keep files and records of all student conduct violations and sanctions, including violations occurring on and off campus. These files and records are stored in the Dean of Student Services Office.
 - Campus Police will keep files and records of all on-campus crimes that could be considered conduct violations.
 - 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 a 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., orientation presentation, 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:
 - *Dean of Student Services (co-chair)*
 - *HRIS/Training Manager (co-chair)*
 - *Assistant Dean of Student Services/Title IX Coordinator*
 - *Director of University Athletics*
 - *Regent University Police Department*
 - *Residence Life*
 - *Counseling Services*
- 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 Student Life and the Vice President for Human Resources and Administration. 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 2022 & 2023

The University's Substance Abuse Prevention Committee reviewed calendar years 2022 and 2023 in May 2024. 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 2022 and December 2023.
- Assessed data from the "Regent Employee Substance Use Experiences and Perspectives Survey," administered in December 2022 and December 2023.
- Reviewed policy violation records from the Office of the Dean of Student Services who adjudicates student misconduct
- Reviewed employment policy violations related to substance abuse 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 2022 and December 2023, indicated the following regarding at-risk and abusive behaviors):
 - 2022 Survey
 - Frequency of alcohol consumption (806 respondents): 3.10% of respondents (25 students) drink alcoholic drinks 2-6 times per week; 1.49% of respondents (12 students) consume alcohol daily. All other respondents reported not consuming alcohol at all, or one day or less per week.
 - Consumption on average per sitting (870 respondents): 2.07% (18 students) consume 4 drinks; 2.87% (25 students) consume 5-9 drinks; 1.03% (9 students) consume 10 or more. All other respondents reported consuming 3 or fewer alcoholic beverages per sitting.
 - Marijuana use in last 3 months (801 respondents): 0.87% once (7 students); 1.37% less than once a month (11 students); 0.62% monthly (5 students); 0.12% weekly (1 students); 0.50% several times per week (4 students); 1.62% most days of the week, or every day (13 students). All other respondents reported not using marijuana at all in the last 3 months.
 - Use of prescription drugs not prescribed to you in the last 3 months (804 respondents): 0.37% less than once per month (3 students); 0.12% monthly (1 students); 0.0% weekly (0 students); 0.37% most days of the week or every day (3 students). All other respondents reported not using prescription drugs at all in the last 3 months.
 - Tobacco use in last 3 months (803 respondents): 0.87% of respondents (7 students) once; 1.37% less than once a month (11 students); 0.62% monthly (5 students); 0.37% weekly (3

- students); 1.62% several times a week (13 students); 5.73% most days of the week or every day (46 students). All other respondents reported not using tobacco at all in the last 3 months.
 - Nicotine vapor/alternative product use in last three months (804 respondents): 0.37% of respondents (3 students) once; 1.00% less than once a month (8 students); 0.25% monthly (2 students); 0.62% weekly (5 students); 0.62% several times a week (5 students); 3.73% most days of the week or every day (30 students). All other respondents reported not using nicotine vapor/alternative products at all in the last 3 months.
 - Of the 761 students who responded to the following survey question, "Are you an online student or on-campus student?", 594 (78.06%) were online compared to 167 (21.94%) on-campus.
- 2023 Survey
 - Frequency of alcohol consumption (586 respondents): 2.2% of respondents (13 students) drink alcoholic drinks 2-6 times per week; 0.51 % 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 (644 respondents): 2.17% (14 students) consume 4 drinks; 1.41% (9 students) consume 5-9 drinks; 1.71% (11 students) consume 10 or more. All other respondents reported consuming 3 or fewer alcoholic beverages per sitting.
 - Marijuana use in last 3 months (586 respondents): 0.85% once (5 students); 1.02% less than once a month (6 students); 1.02% monthly (6 students); 1.19% weekly (7 students); 0.85% several times per week (5 students); 1.54% most days of the week, or every day (9 students). All other respondents reported not using marijuana at all in the last 3 months.
 - Use of prescription drugs not prescribed to you in the last 3 months (587 respondents): 0.85% once (5 students); 0.17% less than once per month (1 student); 0.51% monthly (3 students); 0.00% weekly (0 students); 0.00% several times per week (0 students); 0.51% most days of the week or every day (3 students). All other respondents reported not using prescription drugs at all in the last 3 months.
 - Tobacco use in last 3 months (581 respondents): 0.51% of respondents (5 students) once; 1.54% less than once a month (9 students); 0.69% monthly (4 students); 0.34% weekly (2 students); 1.03% several times a week (6 students); 5.32% most days of the week or every day (31 students). All other respondents reported not using tobacco at all in the last 3 months.
 - Nicotine vapor/alternative product use in last 3 months (845 respondents): 0.51% of respondents (3 students) once; 0.68% less than once a month (4 students); 0.34% monthly (2 students); 0.85% weekly (5 students); 0.68% several times a week (4 students); 2.90% most days of the week or every day (17 students). All other respondents reported not using nicotine vapor/alternative products at all in the last 3 months.
 - Of the 544 students who responded to the following survey question, "Are you an online student or on-campus student?", 428 (78.68%) were online compared to 116 (21.32%) on-campus.

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 impact a small percentage. Alcohol and tobacco use are more prevalent than drug use. A minimal number of students report at-risk or abusive behaviors.

Drug and Alcohol-Related Violations and Fatalities:

- In 2022, there were 5 alcohol policy violations, 1 of which was possession by a student under the age of 21. All violations, including incidents involving students over the age of 21 or alcohol paraphernalia, occurred on campus.
 - In 2022, there was one drug policy violation specific to paraphernalia, but no controlled substance was discovered, which occurred off-campus.
 - In 2023, there were 2 alcohol policy violations and both students were 21 years of age or older.
 - In 2023, there was one drug policy violation, which involved a student under the age of 21, reflecting Virginia's marijuana (cannabis) law regarding underage possession. Students of any age are prohibited from possessing marijuana (cannabis) on campus or in campus housing.
 - 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 2022 and 2023 calendar years and the sanctions issued to students for each violation. They found the sanctions consistent and appropriate for each set of circumstances. Regent University imposes disciplinary sanctions on students for violating 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 and 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.

As outlined in the full DAAPP policy, the following are the sanctions issued for alcohol and drug policy violations:

Use, Possession, Consumption, Distribution, Sale, Cultivation of Alcohol, Tobacco & Marijuana or other Smoking or Smokeless Products (inclusive of e-cigarettes, vaping, etc.)

- **1st Offense:** \$100 fine, Housing and/or University probation for a minimum of one semester. In addition, students under the age of 21 will receive have a conduct letter sent to a parent or guardian. Educational sanctions may also be issued at the discretion of the University.
- **2nd Offense:** \$150 fine, required counseling with two-way release, and housing/University suspension or dismissal depending on the severity of the violation. In addition, students under the age of 21 will receive have a conduct letter sent to a parent or guardian. Educational sanctions may also be issued at the discretion of the University.
- **3rd Offense:** Permanent dismissal and banned from campus indefinitely.

Other Drugs (including, but not limited to, crack, cocaine, heroin, meth, etc., including abuse of prescription drugs)

- **1st Offense:** University suspension for a minimum of two semesters, parental notification if under 21, required counseling with two-way release, letter from counselor speaking to student's personal growth, renewal, transformation, etc. and readiness to return to the University, \$150 fine and University probation for full academic year or more upon return.
- **2nd Offense:** Permanent dismissal and banned from campus indefinitely.

3. The Committee conferred with the Office of Human Resources regarding employee alcohol and drug policy violations for the 2022 and 2023 calendar years. No reported or recorded employee alcohol and drug policy violations were on file. The employee survey results indicated that one employee reported 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 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 D 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 2024-2025 academic year:

1. Since the last biennial review, Regent University has partnered with TimelyCare, granting all Regent students have access to 24/7 on-demand emotional support resources, including Talknow, scheduled counseling sessions, psychiatry services, health coaching, and self-help modules. After launching TimelyCare as a resource, 1,152 students have registered, which is approximately 10% of the total student population. The University will continue to promote and refer students to this resource for issues that may be related to substance abuse, such as anxiety, depression, stress, trauma and relationships. TimelyCare is promoted through the MyRegent Portal and through the Canvas learning management system.
2. The University has received resources from the Virginia Department of Health that will be integrated into the DAAPP. Specifically, students will be able to view and access [Quit Now Virginia](#) and [Live Vape Free](#). These programs will be valuable additions as support services for the small percentage of Regent students who reported using tobacco and vaping products regularly.

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 GenSys 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.

University Requirements

Requirement	Brief Description	Mandatory	Satisfied
ASR Acknowledgement	Annual Security Report	Required	No
:			
DAAP Acknowledgement	View Drug and Alcohol Abuse Prevention Program	Required	No
:			

EXIT

RELEASE: 7.3

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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 (8/21/2023)

The Bible calls us to be of a sober mind and sound judgment to resist temptation and preserve our faith effectively (Prov. 3:21 and 1 Peter 5:8). Integrity and obedience to this calling require 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, are considered substance abuse violations by the University and are subject to the University's student adjudication process. Additionally, any incident that negatively reflects Regent University's image in the judgment of the University's administration due to 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 the [Student Handbook](#) (Section 5.2.2, *Alcohol, Drugs, Tobacco and other Smoking or Smokeless Products*).

The University provides a comprehensive Drug and Alcohol Abuse Prevention Program (DAAPP), which can be found online: [Drug and Alcohol Abuse Prevention Program | Regent University](#). The DAAPP includes information about University conduct policies, support resources, the health risks associated with alcohol and drug use, and applicable state and federal laws and penalties. The most recent biennial review of the University's DAAPP for the 2020 and 2021 calendar years can be found here: <https://www.regent.edu/disclaimers/drug-and-alcohol-abuse-prevention-policy/biennial-review-for-2020-2021/>.

Source: Adam Williams, Dean of Students

Drug and Alcohol Disclosure (8/15/2022)

The Bible calls us to be of a sober mind and sound judgment to resist temptation and preserve our faith effectively (Prov. 3:21 and 1 Peter 5:8). Integrity and obedience to this calling require 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, are considered substance abuse violations by the University and are subject to the University's student adjudication process. Additionally, any incident that negatively reflects Regent University's image in the judgment of the University's administration due to 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 the [Student Handbook](#) (Section 5.2.2, *Alcohol, Drugs, Tobacco and other Smoking or Smokeless Products*).

The University provides a comprehensive Drug and Alcohol Abuse Prevention Program (DAAPP), which can be found online: [Drug and Alcohol Abuse Prevention Program | Regent University](#). The DAAPP includes information

about University conduct policies, support resources, the health risks associated with alcohol and drug use, and applicable state and federal laws and penalties. The most recent biennial review of the University's DAAPP for the 2020 and 2021 calendar years can be found here: <https://www.regent.edu/disclaimers/drug-and-alcohol-abuse-prevention-policy/biennial-review-for-2020-2021/>.

Source: Student Services