

Below are some examples of various schools' protocols regarding student use of alcohol or other drugs. Please note that these descriptions are not necessarily recommended by FCD, they are only examples of descriptions some schools have developed.

## A. Non-Disciplinary Responses

"The School" is committed to establishing an alcohol/drug free environment for students. We believe that student use of alcohol, tobacco and other drugs is detrimental to the health and well being of the individual, disruptive to the community and incompatible with the purpose and objectives of the school. "The School" will address student use of alcohol or other drugs as both a disciplinary and health issue. The school rules pertaining to alcohol/drug possession or use are clearly outlined in the student Handbook.

To provide a non-disciplinary response to student use of alcohol or other drugs, "The School" has established two avenues of support.

1. The first involves an assessment team composed of faculty who receive training and supervision from the school counselor. Faculty, students and others in the school community who are concerned that a student might be using alcohol or other drugs can refer their concern to the assessment team.

The team strategy includes a three-step process for addressing the concern.

- First, a member of the team talks with the student. If the concern is valid, several non-disciplinary options exist for a student.
- If concerns continue, the second step involves a recommendation to the student and parents of specific actions to be taken.
- The third step involves enough concern to require the student to submit to random urinalysis testing. If the outcome is positive, future testing will remain non-disciplinary after the initial baseline test, as long as subsequent results show non-use. Testing will continue for at least one complete term as determined by the school counselor/health center.
- Alternative Third Step: Schools that choose not to utilize testing at the third step but will require an outside substance abuse evaluation, paid for by parents/family, to rule out substance dependence. "The School" only requires a statement affirming that the student is capable of returning to school without further incidents of substance use – recommendations of appropriate support may also be considered.

A student who is willing to follow recommendations from either the assessment team or an outside evaluation will receive support to maintain non-use. A student who is able to maintain non-use will remain within the non-disciplinary arena.

2. The second avenue of support involves an administrative request to a student and his/her parents for a required urinalysis test/or outside substance abuse evaluation. Such a request could come from the Health Center, the Academic Office, or the Student Life Office. As in the third step outlined above, a student will remain in the non-disciplinary arena after the initial baseline, if subsequent tests continue to show non-use.

The decision to utilize a non-disciplinary response is made by the "The School" in its discretion. The availability of this non-disciplinary alternative does not preclude the "The School's" pursuit of disciplinary action when a student has been found to violate the "The School's" drug and alcohol policies.

## B. Medical Leave of Absence

Occasionally a medical leaves of absence may be necessary for effective management or treatment of a medical or emotional issue. Leaves of this nature may be implemented when requested by a student and his/her parent or when a member of the health services staff/administration/Head of school deem it necessary. Medical leaves can be required by the school for diagnostic evaluation or treatment. A medical leave may also be implemented when a student requires a level of care that surpasses that which is available on campus. A follow up letter will be sent to the family outlining conditions of medical leave.

## C. Counseling Services

Counseling services are designed to provide an additional source of support and intervention to students. Services are available on a limited basis to help students address the many typical challenges of adolescence, as well as the unique demands of boarding school life.

Short-term adjustment counseling and evaluation services are free of charge. More serious psychological issues may be referred off campus for further evaluation and ongoing therapy. Referrals for psychopharmacological evaluations and/or testing may be arranged as the need arises.

All referrals for counseling are arranged through the director of counseling services in the Health Center.

**Free of Charge:** Short-term evaluation and counseling as described above.

**Fee for Service:** Professional screening for attention deficit disorder conducted at Cushing Academy will require a fee.

**Fee for Services:** On-Campus Prevention Education Group for students who violate substance abuse rules will require a fee.

## D. Discipline Policy For Alcohol And Other Drugs:

Students may not purchase, possess, use or consume alcohol or other mind altering chemical substances. Students may not misuse prescription medications, or possess or purchase them without a proper prescription. Any violation of these rules will result in disciplinary action, including suspension from school or dismissal. However, please note the following:

- A student who is found using or possessing alcohol and/or illegal drugs may be dismissed.
- A student who is found to be responsible for bringing alcohol and/or illegal drugs to campus and sharing or distributing these substances to other students (including the distribution of prescription medications) will likely be dismissed.
- A student who is found to be responsible for illegally using, possessing, bringing to campus or distributing any controlled substance will likely be dismissed.

Violations of this policy may include, among other things, the following:

- Misuse of prescribed or over-the-counter medications;
- Occupying an area that shows evidence of use or the recent use of prohibited substances;
- Possession of containers of alcoholic beverages, either full or empty;
- Possession or use of paraphernalia customarily associated with drug use;
- Returning to campus having consumed alcohol/drugs;
- Evidence of use or possession of prohibited substances while off campus, including weekends and school breaks.

If the school has reasonable cause to suspect a violation of these policies has occurred or a potential drug or alcohol problem exists, a student may be required to consent to a drug or alcohol urinalysis and/or substance abuse evaluation. Students unwilling to cooperate with this policy, for any reason, may be dismissed or asked to withdraw.

Students who violate drug and alcohol policies who are not dismissed may be subject to, among other things, the following consequences and community support programs:

- Suspension from school for a length of time recommended by the Disciplinary Committee, and accepted or modified by the head of school.
- Social Probation (See page 24). Any violations of the conditions of probation will likely result in dismissal.
- Required attendance in a ten-week Prevention Education Group conducted by counseling staff. The purpose of this group is to strengthen a student's ability to make healthy decisions and to reinforce future non-use of alcohol and other drugs. There will be a fee assessed for these group meetings.
- Required professional substance abuse evaluation prior to a student's return to campus.
- For the duration of probation, the student is subject to random drug or alcohol tests. Failure to pass, or refusal to take, a required drug or alcohol test qualifies as a violation of probation and will likely result in dismissal. There will be a fee assessed for these tests.

Note: After a student's probation period has expired, a subsequent violation of the school's Alcohol and Other Drugs Policy will likely result in dismissal.

## **E. Tobacco**

Smoking and the use of smokeless tobacco products is a serious health issue. The school is a tobacco-free campus for all and, accordingly, students enrolled at are not allowed to use tobacco products. The school health services will assist a student who desires to quit using tobacco, if the student asks for assistance. However, a student who violates the tobacco policy will be subject to disciplinary action and repeated violations of the tobacco policy may lead to suspension and/or dismissal.