In order to promote the spiritual, emotional, mental, and physical potential as instruments of service to others, Creighton Prep has established a policy to help provide a drug-free educational environment for students. To this end, Prep accepts its responsibilities to:

- Educate students, parents, and the community about the risks and consequences of the use of alcohol, tobacco, and other drugs (including performance enhancing drugs).
- Encourage students to live in accordance with the laws of our city, state, and nation concerning the use of these substances. This includes establishment and enforcement of related school rules for all students.
- Help students develop the life skills that will better prepare them to handle the prevailing social and cultural pressures.
- Guide students toward help as needed for chemical dependency. Information received from students and/or parents who voluntarily seek help from school authorities concerning the student's use of controlled substance before being found to be using or possessing such substances will be maintained in confidence and will not serve as a basis for disciplinary actions. However, this does not provide immunity for disciplinary action should evidence emerge under Apprehension (Section II-A-2, excluding item e.). Additionally, immunity is not granted to students who continue to use, possess, or distribute controlled substances. In order to help the family and school to achieve these objectives, the student may be required to complete a chemical dependency evaluation and drug test at the expense of the student’s parents/guardians through an agency approved by the school with the results reported to the school.

Developmental issues, on occasion, impede adolescents from making sound decisions. Given this reality in the lives of the adolescents in our care, we have employed a two-part policy concerning the use of drugs and alcohol by our students. The first component fosters a community of drug and alcohol free students who are well on their way to understanding how to make appropriate decisions concerning the use and abuse of drugs and alcohol. The second component is designed to intervene in the life of a student who chooses to bring drugs or alcohol onto campus or chooses to be in possession or under the influence of drugs or alcohol off campus.

Responsible alcohol use is a privilege, not a right, and the privilege to consume alcohol begins at age 21. Use of illicit drugs is never acceptable. Drug and alcohol use is not part of “normal adolescent development.” Adolescents do not have a right to engage in drug or alcohol use. Possession of drugs or a minor’s possession of alcohol is illegal, can lead to legal problems, and will have an impact on developmental and academic progress. Studies have repeatedly shown that the longer individuals wait to use alcohol or experiment with drugs, the greater the chances that they will not have problems with alcohol or drugs. Further, studies have shown that alcohol is the true gateway drug.

Co-curricular activities are a vital dimension of a total Prep education, a positive learning experience that can enhance achievement of personal potential through adherence to a lifestyle dedicated to integrity, self-discipline, and competition. In addition, selection for a school-sponsored team, organization, or club is both a privilege and an honor, and as such carries responsibilities commensurate with leadership roles. As leaders and more highly visible representatives of Prep, students in activities have an increased obligation to represent themselves and their school in an exemplary manner. Therefore, some consequences apply specifically to participation in co-curricular activities.

**Drug and Alcohol Policy: Health and Wellness Program**

Creighton Prep strives to be a community where our students are empowered to make responsible choices to avoid alcohol and drugs. Our goal in this regard is a drug and alcohol free student body. To this end, all students at Creighton Prep are subject to mandatory random drug and alcohol testing. The alcohol test will provide evidence of binge drinking. The information gathered will be shared with parents and will be used to help the
students make positive choices. It is our hope that students who test positive will get the help necessary to return to good health.

Process of the Health and Wellness Program:
While our hope is that our students will be making healthy choices concerning drugs and alcohol, we understand some may not. Below is an outline of the process used in Creighton Prep’s program.

- On a regular and ongoing basis, Creighton Prep will randomly choose students to submit to drug and alcohol testing. Prep will use a hair sample to determine use of drugs or alcohol. The school has employed the services of Psychemedics, a drug/alcohol testing company, to provide the result of the analysis of the hair samples. Testing will begin in August and will continue throughout the school year.
- Students must maintain head and body hair (non-private areas) sufficient for obtaining a sample. Refusal to submit to a test or avoiding a test will be treated as a positive result and may be grounds for dismissal from school.
- All samples will be sent to Psychemedics for analysis and the results will be sent to the Director of Guidance.
- For those students whose results are negative for drugs or alcohol, the Director of Guidance will send a “Letter of Negative Status” home to parents with the date of testing indicated.
- For those students whose results are positive for drugs or alcohol, the student’s guidance counselor will request an immediate meeting with the student and parents/guardians and the following will apply:

A. First Positive:
Students whose test results yield a positive for some drug and/or alcohol use will do the following:

1. The student’s guidance counselor will request a meeting with the student and at least one parent/guardian.
2. Students and parents/guardians will be given the information gleaned from the analysis of the hair sample by the guidance counselor. **As this is a Health and Wellness program, there will be no disciplinary consequences at this time.** The purpose of the meeting is to assist the family in seeking any necessary help and interventions. Since the first positive of a random test is considered a guidance conversation with the student and parent/guardian, there will be no consequences affecting participation in co-curricular activities. However, a student enrolling in the program as the result of a disciplinary incident (as outlined in Part II below or as a part of a disciplinary probation) would be subject to consequences affecting co-curricular activities.
3. Counselors will provide names of approved drug and alcohol agencies for a chemical dependency evaluation. This list is provided as a courtesy and Prep does not endorse one therapist or program over another. Prep will encourage the student to submit to an evaluation, but will not require it.
4. Students with a “First Positive” result will be tested again after 100 calendar days from the previous test at the expense of the student's parents/guardians.
   a. If the first positive 100 day re-test results are negative, the student will be placed back in the random pool of test participants. Any future positive test result will be regarded as a second positive.
   b. If the first positive 100 day re-test results are positive, the student will be placed in the second positive category.
5. All testing required after the initial random test will be charged to the student’s parents/guardians.

B. Second Positive:
If, after the first positive, the test results are again positive for drug or alcohol use, it will be considered a “Second Positive.”

1. Upon notification of the second positive, the Dean of Students will evaluate the disciplinary record of the student and may assign disciplinary consequences up to and including dismissal from school.
2. If permitted to continue at Prep, the second positive result will require the student to complete a chemical dependency screening at an agency approved by our Guidance Department and follow any
recommendations of the chemical dependency evaluation within six weeks of being informed of the positive test result.

a. A second positive result will be reported to the Athletic Director and the Assistant Principal for Student Affairs as a second offense regarding co-curricular suspensions. The student will be ineligible for public representation, outside competition and leadership in all co-curricular activities until he tests negative after 100 days.

b. If the reinstated student wishes to participate in a co-curricular activity after its tryout period, the administration and the coaching/moderating staff will determine whether the student will be permitted to undergo a tryout period.

3. Failure to follow the recommendations of the chemical dependency evaluation may jeopardize a student’s continued matriculation at Creighton Prep.

4. Students with a second positive will be tested again after 100 calendar days from the previous test at the expense of the student’s parents/guardians.

   a. If the second positive 100 day re-test results are negative, the student will be tested again after 45 days from the previous test.

   b. If the 45 day re-test results are also negative, the student will be placed back in the random pool of test participants.

   c. If either the second positive 100 or 45 day re-test results are positive, the student will be placed in the “Third Positive” category.

Note: Students who successfully complete a drug intervention program and who maintain a negative status as described above will be placed back into the random pool for future testing. If these individuals test positive at any time during their remaining years at Prep, they will be placed in the category of a “Third Positive”.

C. Third Positive:
If, after the second positive, the test results are again positive for some drug or alcohol use, it will be considered a “Third Positive.”

1. The school will have no choice but to accept that, despite nearly a year of evaluation and support, the student is not demonstrating improvement in remaining drug/alcohol free.

2. A third positive will lead to dismissal from Creighton Prep.

D. Summary of Health and Wellness Procedures

<table>
<thead>
<tr>
<th>First Positive</th>
<th>Second Positive</th>
<th>Third Positive</th>
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<tbody>
<tr>
<td>1. Student meets with guidance counselor and parents/guardians.</td>
<td>1. Dean of Students evaluates the disciplinary record of the student and may assign disciplinary consequences up to and including dismissal from school.</td>
<td>The student will be dismissed from Prep.</td>
</tr>
<tr>
<td>2. The student will be encouraged to seek a chemical dependency evaluation and follow the recommendations of that evaluation.</td>
<td>2. Student is required to complete a chemical dependency screening at an agency approved by our Guidance Department and follow any recommendations of the chemical dependency evaluation within six weeks of being informed of the positive test result.</td>
<td></td>
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<tr>
<td>3. Student is retested in 100 days.</td>
<td>3. Student is ineligible for public representation, outside competition and leadership in all co-curricular activities until</td>
<td></td>
</tr>
<tr>
<td>a. If negative, the student is placed back in the random pool.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. If positive, the student earns a second positive.</td>
<td></td>
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</tr>
<tr>
<td>First Positive</td>
<td>Second Positive</td>
<td>Third Positive</td>
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<tr>
<td>4. he tests negative.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. If negative, the student is retested in an additional 45 days; if again negative, placed back in random testing pool.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. If positive, the student earns a third positive.</td>
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**Drug and Alcohol Policies: Disciplinary Program**

In all areas of student discipline, it is incumbent on the administration of Creighton Prep, as a Jesuit school, to seek the formation of the young man in our care. In many matters of discipline, detention or occasional probation periods are necessary. The use of drugs and/or alcohol at school or at school events is a significantly more complicated disciplinary issue. In the cases of drugs and alcohol, both activities are illegal and may require the school to involve law enforcement personnel. Off-campus drug or alcohol use is also illegal and unhealthy and, through the student’s actions, may be harmful to the reputation of the school. In accord with our Code of Honor, students are required to report these violations by the next school or business day.

**A. Definitions/Understanding**

1. **USE** shall be defined as consumption or possession. Possession shall mean on the person, or on the property owned and/or used by the person. Property shall include a building, vehicle, or other gathering area.

2. **APPREHENSION** rules are as follows. A student may be turned in for rule violations by:
   
   a. A faculty member or other adult in a supervisory role for Creighton Prep or another school
   b. An officer of the legal system
   c. A public record, such as print, broadcast or social media
   d. A result of a drug or alcohol screening
   e. An admission by the student when confronted by a school official.

3. The **TENURE** of the policy extends from the date of the student's enrollment at Prep until enrollment ceases due to graduation or transfer.

4. **CONSEQUENCES** are progressive in relation to the nature and/or frequency of the violations. Some violations involve options from which the student may select his choice of consequences.

5. **PHYSICAL PRESENCE** is defined as being in a situation at which alcohol or other drugs are being illegally used or possessed by minors. Students should be aware that this is a Class III violation. Students are not to support these situations, but rather use positive peer pressure to host and to attend group activities without illegal use of alcohol and other drugs.

6. **SCHOOL DISCRETION** in application of this policy is intended to promote fair and consistent guidelines for student consequences of illegal drug use. The school reserves the right to make judgments concerning individual cases for the good of the school community and the student.

7. **TOBACCO VIOLATION** is defined as use or possession of tobacco, nicotine or electronic cigarettes in any form at any time.

8. **CO-CURRICULAR ACTIVITIES** are defined as activities not directly connected to academic grades.

**B. Policy on Hosting or Providing Alcohol or Illegal Substance Related Parties**

Any student who hosts or facilitates a party or gathering at which alcohol or illegal drugs are illegally used by minors, or provides or procures a facility for any such party or gathering, has seriously violated the behavior expected by members of the Creighton Prep community. This infraction is so harmful to the relationship that should exist among individual members of our community that each such student will face disciplinary consequences up to and including dismissal from school based on aggravating and mitigating circumstances.
Consequences will be assigned for each student at the discretion of the school’s administration after considering the circumstances. Such circumstances shall include any one or more of the following factors as the situation indicates:

- The nature and extent of the transportation and safety risks to those attending the party or gathering and to others
- The size of the party or gathering
- The nature and extent of the student’s involvement in any planning, publicity and/or fees charged in connection with the party or gathering
- The amount of alcohol or drugs involved
- The nature of the conduct of the attendees at the party or gathering
- The student’s prior disciplinary and academic history
- The academic timing of the infraction
- Any other factors that the school’s administration considers relevant under the circumstances

C. Policy on Possession and Use of Alcohol or Other Illegal Drugs at School Functions
Any student who illegally possesses and/or uses alcohol or other drugs prior to attending or while attending school or any school-sponsored function has violated a “sacred” space of the school community. Creighton Prep insists on protecting the physical, academic and social space of the school community from illegal use of alcohol or other drugs. This infraction is so harmful to the relationship that should exist among individual members of our community that each such student will face disciplinary consequences up to and including dismissal from school based on aggravating and mitigating circumstances.

Consequences will be assigned for each student at the discretion of the school’s administration after considering the circumstances. Such circumstances shall include any one or more of the following factors as the situation indicates:

- The nature and extent of the transportation and safety risks to those attending school or the school function
- The nature and extent of the student’s involvement in any planning of the possession, use or distribution of the alcohol or drugs
- The amount of alcohol or drugs involved
- The apparent intent of the student in possession as related to distribution of the alcohol or drugs
- The nature of the conduct of the student at school or the school related function
- The student’s prior disciplinary and academic history
- The academic timing of the infraction
- Any other factors that the school’s administration considers relevant in the circumstances

If a Prep student is suspected of being under the influence of drugs or alcohol at any school function, on or off campus, a school representative will detain him.

When school authorities have reasonable suspicion to believe or suspect a student is under the influence of alcohol at school or at a school related or school sponsored activity or event based on the student’s observed conduct, demeanor, appearance, or speech, the student may be requested to submit to a test using an approved sensor. If the test discloses the student to be under the influence of alcohol to any degree or extent, then the student will remain with the school authority until a parent/guardian arrives and takes custody. If a parent/guardian is unavailable, another adult member of the student’s family may represent the parent/guardian. If no adult can be reached, the school may turn the student over to law enforcement authorities.

The school reserves the right to conduct random or selective testing for alcohol or other substances at school or any school related function, whether on or off campus.
In addition, any test results may be used for disciplinary purposes (see violations on next page). Refusal to submit to any drug or alcohol test within the specified period of time will be treated as a positive result and may be grounds for dismissal from school.

**D. Consequences for Student Use of Alcohol, Illegal Drugs or Tobacco**

<table>
<thead>
<tr>
<th>Violations</th>
<th>Standard Consequences</th>
<th>Co-curricular Consequences</th>
</tr>
</thead>
</table>
| **CLASS I VIOLATIONS**  
Possession or control of any illegal drugs with the intent of sale or distribution at any time | Dismissal |  |
| **CLASS II VIOLATIONS**  
Hosting or facilitating a party or gathering at which alcoholic beverages or other illegal drugs are available for use by minors, or provides or procures a facility for such a party or gathering  
Illegal possession and/or use of alcohol, other illegal drugs or drug paraphernalia at school or any school sponsored function | Consequences up to and including dismissal from school | If not dismissed, suspension from outside competition, public representation and leadership in all activities for up to one calendar year. |
| **CLASS III VIOLATIONS**  
Illegal possession and/or use of alcohol, other illegal drugs, or drug paraphernalia outside of school or any school sponsored function; or being in the presence of alcohol, other illegal drugs or drug paraphernalia outside of school or any school sponsored function | **First Offense:** Enrollment or progression in Health and Wellness Substance Program and in school suspension for up to five days  
**Second Offense:** Progression in Health and Wellness Substance Program, including consequences up to and including dismissal from school.  
**Third Offense:** Dismissal | **First Offense:**  
**Self-Reported:** Immediate two-week suspension from outside competition, public representation and leadership in all activities.  
**Not Self-Reported:** Immediate five-week suspension from outside competition, public representation and leadership in all activities (AND five-week suspension from outside competition, public representation and leadership in the student’s nearest athletic (NSAA or club) season).  
**Second Offense:**  
**Self-Reported:** If not dismissed, immediate 100 day suspension from outside competition, public representation and leadership in all activities in accord with the Health and Wellness Substance Program.  
**Not Self-Reported:** If not dismissed, suspension from outside competition, public representation and leadership in all activities for up to one calendar year. |
| **CLASS IV VIOLATIONS**  
Possession or use of tobacco in any form any time. | **First Offense:** Five demerits and Saturday Jug.  
**Second Offense:** Five demerits and two Saturday Jugs.  
**Third Offense:** Consequences set at the discretion of the administration | **First Offense:** Immediate one-week suspension from outside competition, public representation and leadership in all activities.  
**Second Offense:** Immediate two-week suspension from outside competition, public representation and leadership in all activities. |
<table>
<thead>
<tr>
<th>Violations</th>
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<tr>
<td></td>
<td>based upon nature of first and subsequent offense violations. This includes co-curricular consequences.</td>
<td>competition, public representation and leadership in all activities. <strong>Third Offense:</strong> Discretion of administration.</td>
</tr>
</tbody>
</table>

**Notes Regarding Substance Related Consequences**

- Disciplinary incidents that occurred prior to the current school year are considered violations under the current policy. Therefore, a new violation would be an additional volition in considering consequences.
- Co-curricular consequences apply to school sponsored band, drama, forensics, student council, campus ministry, athletic teams and clubs, other clubs, organizations and major school functions. When applied to athletics, consequences related to the Performance Enhancing Drug Policy take precedence over co-curricular consequences stated in this policy.
- Students who violate the Code of Honor (including the obligation to self-report) may receive consequences up to and including dismissal from school. Co-curricular consequences listed above for not self-reporting are only guidelines if a student is not dismissed.
- Self-reporting must be completed as soon as possible (in general, the next school/business day) to the Dean of Students. Refer to the Code of Honor stated within this handbook.
- Individual moderators and coaches may impose additional consequences within the context of that activity.
- All chemical dependency evaluations and programs must be completed within six weeks of the date of the offense. Extensions will be granted for longer term programs.
- Class I, II and III violations are cumulative in and among each other. An offense followed by another offense in any of these classes constitutes an overall second or succeeding offense.
- Suspensions from outside competition/public representation begin at the conclusion of the days of in/out of school suspension for co-curriculars where outside competition/public representation has already started and on the date of the first competition for co-curriculars where outside competition/public representation has not started.