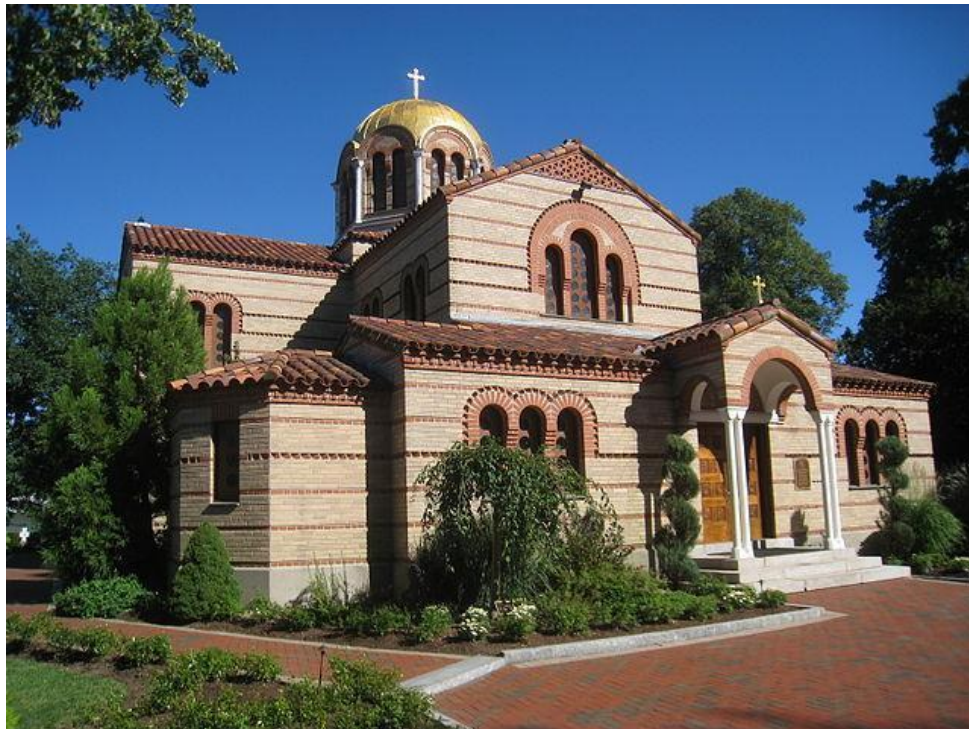




Drug and Alcohol Abuse Prevention Program (DAAPP) Annual Report 2023-2024



September, 2023



Deacons likewise must be serious, not double-tongued, not indulging in much wine, not greedy for money; they must hold fast to the mystery of the faith with a clear conscience. And let them first be tested; then, if they prove themselves blameless, let them serve as deacons.

1 Timothy 3:8-10



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Introduction

The mission of Hellenic College Holy Cross is the “education and formation of the person within the life of an Orthodox Christian community.” HCHC is committed to ensuring an environment for its staff, faculty, and students that is consistent with the moral precepts of our faith as well as all applicable local, state, and federal statutes.

The federal Drug-Free Schools and Campuses Act (34 CFR § 86.100) requires institutions of higher education to distribute every year a report on its Drug and Alcohol Abuse Prevention Program (DAAPP) to each employee, and to each student who is taking one or more classes for any type of academic credit except for continuing education units, regardless of the length of the student's program of study. The report should include at least the following:

- (1) Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
- (2) A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- (3) A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- (4) A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- (5) A clear statement that the IHE will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

This document will address each one of these requirements.

Printed copies of this report can be available upon request at the Offices of the Dean of Students and Human Resources; an electronic copy is available at:

<https://www.hchc.edu/policies-and-procedures/equity-and-compliance/>



Prohibition of unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

Unlawful possession, use or distribution of illicit drugs by HCHC students, employees, contractors, and consultants is prohibited. HCHC permits members of the community 21 years of age and older to possess and consume reasonable amounts of alcohol during approved school functions and within private dormitory rooms and married student housing apartments.

HCHC will impose sanctions on students and employees who after a review are found in violation of the institution's policies on alcohol and drug abuse.

Students

Students are encouraged to become familiar with HCHC's Alcohol and Drug Policy, included in the Academic Guide & Catalog¹. A brief summary of these policies and sanctions is presented below.

Alcohol Policy

Under Massachusetts Law, **the possession, distribution, or sale of alcohol is forbidden for any members of or visitors to our HCHC community under the age of 21.**

The Orthodox Christian tradition allows for moderate and responsible consumption of alcoholic beverages, while forbidding excessive drinking and drunkenness. As such, **HCHC permits members of the community 21 years of age and older to possess and consume reasonable amounts of alcohol during approved school functions and within private dormitory rooms and married student housing apartments.**

The possession and/or use of bulk amounts of alcohol (i.e., kegs, beerballs, etc.) or instruments for the rapid consumption of alcohol (funnels, etc.) are strictly forbidden, as are all "drinking games."

Regardless of age, drinking and open containers of alcohol are prohibited in public and common areas (such as the dormitory lounges.)

Members of our community (faculty, staff, and students) are prohibited from enabling underage drinking. Any member of the HCHC community hosting a private social gathering must be aware of his or her legal responsibilities as a host.

¹ https://www.hchc.edu/wp-content/uploads/2019/10/2019-2020AcademicGuideCatalog-updated-9_30_19.pdf, p. 39.



Drug Policy

HCHC prohibits the possession, use, consumption, manufacturing, sale or distribution of drugs, as well as the possession, use, manufacturing, or sale of drug paraphernalia. Additionally, the possession of drugs with intent to deliver, sell, or manufacture is prohibited.

The term “drugs” broadly includes, without limitation, any stimulant, intoxicant (other than alcohol), nervous system depressant, hallucinogen, or other chemical substance, compound, or combination when used to induce an altered state, including any otherwise lawfully available product used for any purpose other than its intended use (e.g., the misuse of prescription drugs, over-the-counter drugs, or household products).

HCHC takes the abuse of alcohol and drugs very seriously. Violations of the alcohol and drug policy will result in disciplinary action.

Penalties for students who violate the alcohol and drug abuse policy vary depending on several circumstances. Each incident is reviewed on a case-by-case basis, with consideration of the following:

- Severity of the violation
- Context of the incident
- Responsiveness of the accused to confrontation, and
- Degree to which the individual displays genuine repentance

HCHC classifies infractions in three levels and to each level corresponds a set of disciplinary responses, as illustrated in Table 1.

Table 1. Disciplinary Response by Level of Offense

Level	Disciplinary Response*
Level One	Warning, community service, reduction in community privileges, restitution
Level Two	All level one responses. disciplinary contract, mentoring, professional counseling, suspension of public ministry, removal from student leadership positions, suspension
Level Three	All level two responses. restitution, disciplinary probation, suspension, withdrawal, dismissal.

*Disciplinary response for each level includes, but is not limited to those presented in this table, which is only for illustration purposes.

An explanation of these levels and disciplinary responses, as well of the disciplinary process is available in the Academic Guide & Catalog².

² https://www.hchc.edu/wp-content/uploads/2019/10/2019-2020AcademicGuideCatalog-updated-9_30_19.pdf , pp. 77-9.



Faculty, Staff, Contractors, and Consultants

The HCHC Policies and Procedures Manual for employees address drug and alcohol under **Policy 702 Drug and Alcohol Use**, according to which:

While on Hellenic College premises or while conducting college-related activities off Hellenic College premises, employees may not use, possess, distribute, sell alcohol or drugs, or be under the influence of alcohol or illegal drugs.

HCHC permits the legal use of prescribed drugs on the job only if they do not impair the employee's ability to perform the essential functions of their job effectively and safely without endangering others.

Violation to this policy may lead to disciplinary action, up to and including immediate termination of employment. Additionally, HCHC may require the employee to participate in a substance abuse rehabilitation or treatment program.

An employee with a drug or alcohol problem may request approval to take unpaid time off to participate in a rehabilitation or treatment program through our health insurance benefit coverage, subject to disciplinary action.

Under the Drug-Free Workplace Act, an employee who performs work for a government contract or grant must notify Hellenic College of a criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction.

A Special Note on Marijuana/Cannabis

The Commonwealth of Massachusetts through 935 CMR 500.00 has legalized the sale of marijuana for recreational purposes to individuals at least 21 years old. Although Massachusetts law permits the use of medical marijuana and recreational cannabis, Federal laws outlined by the Controlled Substances Act (CSA) has classified marijuana as a schedule 1 drug which prohibits the use, possession and/or cultivation of cannabis. Therefore, **the use, possession, cultivation or sale of marijuana/cannabis in any form violates federal law.** Hellenic College Holy Cross complies with the Drug-Free Communities and Schools Act (DFSCA) as well as the Drug Free Workplace Act which requires a drug free campus environment. Institutions of higher education such as Hellenic College Holy Cross are obliged to comply with the DFSCA regulations or risk losing federal funding such as financial aid. **Any student, staff or faculty member who violates Hellenic College Holy Cross policy prohibiting the use and/or possession of illicit drugs (including medical marijuana) on campus may be subject to disciplinary action.**



Legal sanctions for the unlawful possession or distribution of illicit drugs and alcohol

Federal, State and local laws provide criminal and civil penalties for unlawful possession or distribution of a controlled substance.

Under Massachusetts State law possession, sale and traffic of drugs and drug paraphernalia is illegal. It is also illegal to be in a place where heroin is kept and to be in the company of a person known to possess heroin.

Under the Controlled Substance Act as well as other related federal laws, the penalties for controlled substance violations include, but are not limited to, imprisonment, fines, and assigned community service, as well as potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance, ineligibility to possess a firearm, and potential ineligibility to receive federal benefits.

According to the United States Department of Education, if a student is convicted of a drug offense after receiving federal aid money, he or she must notify the Financial Aid Office immediately and that student will become ineligible for further federal aid and also be required to pay back any and all aid received after the conviction (see more information here: <https://www.hhc.edu/scholarships-and-aid/compliance-and-disclosures/drug-law-violation-penalties/>).

The tables below provide information on the federal drug trafficking penalties. Additional information is available at “Drugs of Abuse. A DEA Resource Guide³”

³ https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30



FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture	100 gm or more pure or 1 kg or more mixture		
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
All other Schedule IV drugs	Any amount	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		



FEDERAL TRAFFICKING PENALTIES—MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

Source: Drugs of Abuse. A DEA Resource Guide: 2017 Edition, pp. 30-1

Health risks associated with the use of illicit drugs and alcohol abuse

Alcohol Abuse

It is estimated that over 50% of Americans use alcohol on a regular basis. This could include a glass of wine with dinner, beer, or another alcoholic drink in a social setting. Some of these individuals develop an Alcohol Abuse Disorder.

According to the CDC, excessive alcohol use was responsible for more than 140,000 deaths in the United States each year during 2015–2019, or more than 380 deaths per day. **Alcohol can cause a variety of behavior changes affecting judgment, physical skills, including coordination.** Alcohol can also lead to short term health risks such as alcohol poisoning, risky behaviors, and domestic violence. Long term health risks include high blood pressure, heart disease, liver disease, a variety of cancers, mental health problems, and social problems.



Prescription Drug Abuse

Prescription medications can be misused and abused, by using them for something other than what they were intended to do. Some medications can also be abused by taking them in dosages that were not prescribed.

The most commonly abused medications are:

- **Opioids**, also known as opiates or narcotics – used in the treatment of pain.
- **Stimulants** -- used to stimulate the central nervous system and treat attention problems and breathing issues.
- **Depressants**, also called sedatives or hypnotics – used to calm the central nervous system to treat anxiety and sleep problems.

Misuse of prescription medications can lead to severe medical complications, including death.

Marijuana and Other Drugs

Marijuana – A psychoactive drug that can cause depression and anxiety in users. Medical consequences can include bronchial difficulties including respiratory illness.

Cocaine – Affects a variety of neurotransmitters and can lead to addiction, cardiovascular and mental health complications.

Heroin – Associated with hepatitis, collapsed veins, liver, and kidney disease. A physical dependence is common.

Hallucinogens – Associated with a variety of mental health and physical health complications including anxiety, depression, paranoia, panic, and distortion of reality. Physical health problems can include increased heart rate, nausea, dizziness, visual disturbance, etc. Examples include LSD, Phencyclidine, and Mescaline.

This is not a comprehensive list of illegal drugs, only a review of the most abused drugs. Additional information is available at the National Institution on Drug Abuse webpage: <https://www.drugabuse.gov/related-topics/health-consequences-drug-misuse>.

Help is Available

On Campus Resources

As an Orthodox Christian institution of higher learning, the safety and wellbeing of each member of our community is of paramount importance. Students, faculty, and staff who voluntarily seek help for drug or alcohol abuse will not be subject to disciplinary action. The Office of Spiritual Formation and Counseling Services (SFCS) is here to provide confidential assistance or referrals



as appropriate. The school may require compliance with a recommended course of treatment as a condition of enrollment or employment.

The Office of Spiritual Formation and Counseling Services, supports the mission of Hellenic College/Holy Cross Greek Orthodox School of Theology by nurturing the spiritual and psychological wellbeing and development of all employees, students, and family members on campus, working in conjunction with the faculty, alumni, and the Greek Orthodox Archdiocese. Counselors of the Spiritual Formation and Counseling Services assist students and employees in resolving a wide variety of problems. Our counselors provide short-term counseling (with referrals as needed), crisis intervention, and educational seminars to the students and their families. Students in most cases can contact a counselor directly by calling 617-850-1204 or by emailing rmurray@hchc.edu and bpaganis@hchc.edu.

The office of Spiritual Formation and Counseling Services offers assessment and screening for both alcohol and substance abuse related concerns/issues. Students are made aware of the academic, psychological, physical, spiritual, and legal consequences of alcohol and substance abuse.

An employee with a drug or alcohol problem may request approval to take unpaid time off to participate in a rehabilitation or treatment program through our health insurance benefit coverage, subject to disciplinary action. The time off may be granted if the employee agrees to abstain from using the problem substance while in rehabilitation; abides by all Hellenic College policies, rules, and prohibitions relating to conduct in the workplace; and if granting leave will not cause Hellenic College any undue hardship.

Health Plan

Students and employees may also have access to services and benefits through their health insurance plan. Such services may include inpatient, intermediary, and outpatient services and, depending on the health plan coverage, may require deductible payment, co-payment, or may not be charged. Because coverage changes from one health plan to another, and even within the same plan across time, it is recommended to check the benefits when needed. The SFCS and the Office of Human Resources can provide guidance in this regard.

Off-Campus resources

There are numerous private hospitals, clinics, sober houses, and private practitioners, who treat substance abuse. Access to these services are usually dependent on insurance coverage or one's ability to pay.

Below is a list of substance abuse resources available to the community. These services are not provided by HCHC.

Local Resources

Alcoholics Anonymous Boston (Includes Brookline)



An international organization focused on assisting members to get sober and aide others to do the same. This is done through mutual support and using a twelve-step program.

www.aa.org

617-426-9444

Boston Public Health Commission

An independent public health agency which provides a wide range of health programs, including programs for substance abuse.

617-534-5395

Massachusetts Bureau of Substance Addiction Services

This organization oversees a statewide system of prevention, intervention, treatment and support services for individuals, families, and communities affected by substance abuse.

www.helplinema.org

1-800-327-5050

617-624-5111

TTY 1-888-448-8321

Narcotics Anonymous, New England Region

A nonprofit fellowship of men and women for whom drugs had become a major problem. It is staffed by recovered addicts who meet regularly to help each other stay clean. It is a program of total abstinence from drugs.

1-866-624-3578

1-818-773-9999 (World Service Office)

National Resources

Substance Abuse and Mental Health Services Administration (SAMHSA)

A free, confidential, 24/7, 365 day a year referral and information service (in English and Spanish) for individuals and families facing mental and/or substance abuse disorders.

www.samhsa.gov

1-800-662-HELP (4357)

1-800-487-4889

National Institute of Drug Abuse (NIDA)

NIDA's mission is to advance science on the causes and consequences of drug use and addiction and to apply that knowledge to improve individual and public health.

www.drugabuse.gov

301-443-1124

National Institute of Alcohol Abuse and Alcoholism (NIAAA)

The organization, which is part of the National Institute of Health, supports research conducted within the Institute, as well as institutions around the world.

www.niaaa.nih.gov



301-443-3860

Smart Recovery

Self Management and Recovery Training (SMART) is a global community of mutual-support groups. Participants help one another resolve problems related to addiction.

www.smartrecovery.org

440-951-5357

Rational Recovery

A commercial vendor of material related to counseling, guidance, and direct instruction for addiction. It is a direct counterpoint to AA and a twelve-step program.

www.rational.org