

Drug and Alcohol Abuse Prevention

Health Risks

Physical and psychological effects of both short and long term drug use vary with the type and amount of drug used. Marijuana use can lead to heartbeat acceleration, impairment in mental perception, memory loss, impulsive behavior, anxiety attacks, respiratory problems, infertility, and lung disease. Cocaine use can lead to high blood pressure, sweating, vomiting, irritation and inflammation of nasal tissue, loss of appetite, delusions, altered perceptions and death from respiratory failure. Use of hallucinogens can lead to dizziness, increase in heart rate, nausea, perceptual changes, delusions, hallucinations and flashbacks. Use of stimulants can lead to diarrhea, heart palpitations, increased blood pressure, kidney failure, weight loss, irritability and hallucinations. Use of depressants can lead to slurred speech, staggering gait, altered perception, slowing down of reflexes and reaction time, increased anxiety and depression and death from lack of oxygen. *(p. 33 KST Student Handbook)*

Code of Conduct Regarding use of Drugs and Alcohol

Please refer to the appropriate section of the Student, Faculty and Staff handbooks that state the Seminary's code of conduct regarding drugs and alcohol.

Students

All who participate in the work of priestly formation at Kenrick-Glennon Seminary (KGS), whether as seminarians, administrators, faculty, or staff, must live and act in accordance with Gospel teachings, values, and mandates as handed down in the Church. Knowing that God's grace supports them in their time of formation, study, or employment, members of the seminary community accept with joy and confidence the Christian ethical and moral responsibilities they have as they live their lives and carry out their activities.

This Code of Conduct is a practical application of those responsibilities to certain specific situations frequently encountered in the life of the KGS community. It does not purport to address all ethical or moral questions that members of the community might encounter, and in the application of this Code KGS sets great store in the good faith and mature common sense of its members. However, violations of this Code may be subject to canonical, institutional or legal discipline.

Each member of the community is responsible for knowing and adhering to this Code and must be keenly aware that the conduct of every member of the community has the power to inspire others and motivate them, or to scandalize them and erode their faith. This Code applies to the conduct of all members of the community both on and off campus. Any question as to the interpretation or applicability of any provision of this code is to be raised in a timely fashion with the Rector or the Vice-Rectors or the appropriate administrator. (*KST Student Handbook, p. 7*)

As St. Irenaeus reminds us: "The glory of God is a man fully alive." The dignity of the human person necessitates that one expresses oneself freely and with full responsibility. The use of any controlled substance which interferes with that freedom and responsibility is dehumanizing. Kenrick-Glennon is first and foremost a seminary which prepares men for priesthood. Those studying for priesthood must take this freedom and responsibility seriously. They must not only be promoters of the dignity of the human person but model it. The use of any controlled substance by seminarians is self-defeating behavior and, therefore, will not be tolerated. (*KST Student Handbook, p. 32*)

Faculty

The dignity of the human person necessitates that one expresses oneself freely and with full responsibility. The faculty are not only promoters of the dignity of the human person but also model it. The use of any controlled substance which interferes with that freedom and responsibility is dehumanizing, self-defeating behavior and will not be tolerated. The Kenrick-Glennon Seminary policy on alcohol and drug use can be found in the Appendix. (*Faculty Handbook, IV. III.7*)

Sanctions

Kenrick-Glennon Seminary will impose sanctions on students and employees for violations of the standards of conduct (consistent with local, state and federal law).

Students

Possession, use and distribution of stimulants, depressants, narcotics or hallucinogenic drugs and other agents having potential for abuse, except on a physician's or dentist's prescription is forbidden by state and/or federal law and not permitted on Kenrick-Glennon property. The

selling, bartering, exchanging or giving away of such drugs to any person not intended to possess them is illegal and prohibited.

Because of the serious nature of these activities, a student engaging in these will bring into serious question his continuance in the seminary program. He will also be fully responsible for the civil consequences of his behavior.

Criminal sanctions for violations of state and federal laws prohibiting the unlawful possession and distribution of illegal drugs are serious. The penalty for persons convicted of possession of illegal drugs in Missouri is 0 to 7 years in prison and a fine up to \$5,000, unless an offense involves smaller quantities (35 gms. or less), which is punishable by imprisonment up to 1 year and a maximum fine of \$1,000. Under federal law, a conviction for possession of illegal drugs carries a prison sentence up to 5 years and a fine from \$1,000 to \$5,000. The range of penalties for a conviction of unlawful distribution of illicit drugs under state and federal law is summarized in the chart below. The severity of the sanctions for unlawful possession and distribution varies depending on the quantity of drugs, prior convictions and whether death or serious injury occurred, and may be increased for offenses which involve distribution to minors or occur on or near the seminary. In addition, other federal laws require or permit termination of federal benefits, including financial aid, as a result of a drug conviction.

... because of the dangers of alcohol abuse by the student at the present time, and its consequences for ministry in the future, deviations will not be ignored or tolerated. In cases where abuses are evident, an evaluation of the situation will be conducted in order to determine what sanctions would be in order. The consequences could be either probation or dismissal, according to the facts of the case.

These sanctions will not be administered arbitrarily. If there are questions about a student's serious abuse of alcohol, or his addiction, steps will be taken to help him to address the problem. As a preliminary measure, he will be given a professional assessment to determine the extent of the problem. If indications warrant, he will be required to undergo treatment in an established program. (KST Student Handbook, p. 32-33)

Faculty

Criminal sanctions for violations of state and federal laws prohibiting the unlawful possession and distribution of illegal drugs are serious. The severity of the sanctions for unlawful possession and distribution varies depending on the quantity of drugs, prior convictions and whether death or serious injury occurred, and may be increased for offenses which involve distribution to minors or occur on or near the Seminary. In addition, other federal laws require or permit termination of federal benefits, including financial aid, as a result of drug conviction.

Because of the serious nature of these activities, the continuance of a faculty member engaging in the above activities will be seriously questioned. Such a faculty member will also be fully responsible for the civil and/or criminal consequences of his/her behavior.

Counseling, Treatment, Rehabilitation, or Re-entry Programs

Advice concerning counseling, treatment, rehabilitation, or re-entry programs can be obtained from the Seminary through the Vice-Rector for Formation, Director of Spiritual Formation, or the Director of Psychological and Counseling Services. The Office of Human Resources of the Archdiocese of St. Louis can also be contacted through Kevin J. Loos, Managing Director of Human Resources (tel. 314.792.7541, kevinloos@archstl.org, or <http://archstl.org/hr/page/about-us>). Seminarians and employees should also contact their health care providers to determine what programs are available through them.

Seminarians and Seminary employees are encouraged to contact the St. Louis Archdiocesan Employment Assistance Program (EAP). The EAP is an internal employee assistance program offering short-term mental health counseling and work/life management at no cost to the employee. All EAP counselors are at least master's level mental health professionals who have extensive training in problem assessment, treatment and referral. The Archdiocese of St. Louis has contracted with Catholic Family Services to provide comprehensive, high quality mental health benefits to our employees. Information can be found at <http://archstl.org/hrpp/page/employee-assistance-program-eap-cat>, and an EAP brochure can be accessed at <http://archstl.org/files/field-file/EAP%20Brochure%202013.pdf>. Catholic Family Services has a **24-hour referral hotline answered by a licensed professional: 1.888.629.3835.**

Deacons and priests may seek additional resources through the office of Vicar for Priests, at <http://archstl.org/priestpersonnel/page/office-vicar-priests>, or Office of Priest Personnel / Cardinal Rigali Center / 20 Archbishop May Drive / St. Louis, MO 63119 / Phone: 314-792-7550 / Fax: 314-792-7554. They may also seek help through the Priests' Mutual Benefit Society, which is a self-insurance health, welfare and retirement fund for Archdiocesan priests. It offers a wide range of benefits, including physicians, hospitals, prescription medications, and psychiatric and psychological services.