



WALKER MEMORIAL ACADEMY
School Drug Prevention Policies and Protocols

Dear Parents,

I want to take this opportunity to emphasize the Walker Memorial Academy's prohibition of substance abuse and provide you, as parents of an enrolled student, with information on the Walker Memorial Academy (WMA) enhanced substance abuse prevention policies and procedures. Walker Memorial Academy's policies have always prohibited drug, alcohol, and tobacco use by students, whether on or off campus, and the presence of such substances on our campus for any reason. Walker Memorial Academy's primary goals are to maintain a safe environment for your child and educate your child in a positive, Christian learning environment. Drugs, alcohol, and tobacco are detrimental to the learning environment at the Academy, contrary to God's command for our lives, and will not be tolerated at Walker Memorial Academy.

Walker Memorial Academy enhanced its drug, alcohol, and tobacco policies and procedures effective September 14, 2015. Under the Walker Memorial Academy's enhanced policies, the use of alcohol or tobacco or the illegal use of drugs, whether on or off campus, or the possession of drugs, alcohol, or tobacco on campus remains strictly prohibited and will result in discipline by Walker Memorial Academy, up to and including expulsion and reporting to law enforcement authorities. Copies of the enhanced substance abuse and inspection policies are enclosed with this letter. I urge you to discuss Walker Memorial Academy's policies, and the perils of substance abuse, with your child or children.

A significant element of the Walker Memorial Academy's enhanced drug-prevention program includes drug and alcohol testing if the Walker Memorial Academy has a reasonable suspicion regarding a student's possession or use of tobacco, or illegal use of, or impairment by, drugs or alcohol. Testing will be administered in situations where objective observations about a student and his/her behavior indicate a reasonable suspicion of tobacco, illegal drugs or alcohol used or impairment. Prior to testing, the student must consent in writing to providing a sample. If the student is a minor, a parent or legal guardian's written consent is also required. I urge you to review them, and to discuss them with your child or children enrolled at Walker Memorial Academy.

Based on the circumstances, consent may need to be obtained promptly and within the time period, during which a test would identify tobacco, drug or alcohol's presence. If the parent, legal guardian, or student refuses to consent to the test, Walker Memorial Academy will not make a determination about the student's use of drugs or alcohol. However, that student will be subject to discipline, which may include not being allowed to continue his or her education at Walker Memorial Academy due to the test refusal.

The results of drug and alcohol tests will be provided only to those Conference and Walker Memorial Academy employees who are involved in the analysis and discipline process related to drug and/or alcohol use. Test results will also be provided to the student and his/ her parents or legal guardians.

Another important aspect of the Walker Memorial Academy's enhanced program is a more specific inspection and search policy. The Academy's substance abuse and testing policy is also included in our Walker Memorial Academy's Student Handbook.

Please do not hesitate to contact administration with any questions or comments regarding this enhancement of the Walker Memorial Academy's substance abuse prevention program. Thank you for your cooperation and assistance in keeping Walker Memorial Academy free from substance abuse.

In Christ,
School administration

SUBSTANCE ABUSE AND TESTING POLICY

The Seventh-day Adventist Church has, since its inception, promoted a philosophy of health and healing. This philosophy applies to its Schools and Academies, which strive to provide students with a safe, positive, and Christian learning environment. Walker Memorial Academy strictly prohibits the illegal use of drugs, and the use of alcohol and tobacco, whether on or off campus. Walker Memorial Academy also strictly prohibits the presence of illegal drugs, alcohol, or tobacco on its campus for any reason.

Prohibitions

The Walker Memorial Academy prohibits the use, possession, transfer, sale, purchase, or offer of illegal drugs, or alcohol or tobacco products (including electronic cigarettes) on Walker Memorial Academy property or while participating in WMA -sponsored activities. For the purpose of this policy, Walker Memorial Academy property includes all properties and buildings, including parking areas, grounds, WMA vehicles, and all on- and off-campus locations where students are participating in Walker Memorial Academy-sponsored activities. Students who fail to comply with these requirements are subject to disciplinary action, up to and including expulsion from the Walker Memorial Academy.

Illegal drugs include all controlled substances prohibited by state or federal law, synthetic compounds designed to mimic the effect of controlled substances, prescription drugs used inconsistently with the prescription, and any substance used in a manner inconsistent with its labeling to “get high” or create a similar physiological or emotional response.

Use of Non-Prescription Medication and Prescription Drugs

The normal use of non-prescription medications and the legal use of prescription drugs, as ordered by a licensed physician, are not prohibited by Walker Memorial Academy. However, students who are bringing non-prescription medications or prescription drugs onto Walker Memorial Academy property must inform the Academy. Students should notify Walker Memorial Academy’s nurse or principal prior to or at the beginning of the first day on which the non-prescription medication or prescription drug is brought onto the Walker Memorial Academy’s property. Students are required to leave their non-prescription medications or prescription drugs in the nurse’s or main office and return to take the medication or prescription drug at that location.

Walker Memorial Academy may require students and their parents or guardians to provide proof of a current drug prescription. Students and their parents or guardians may verify a current drug prescription by: (1) producing a copy of the prescription; (2) producing a written statement from the prescribing physician that the student has a current prescription for the drug; or (3) producing

the prescription drug in the original container that identifies the student, the drug, dosage, prescription date, and the prescribing physician.

Testing

Testing of students for the current illegal use of drugs, alcoholic beverages or tobacco (nicotine) may be conducted if there is reasonable suspicion that a student is using or has a reportable level of alcoholic beverages, drugs or tobacco in his or her body or is impaired by drugs or under the influence of alcohol.

“Reasonable Suspicion” means a belief that a student is using or has used drugs, alcohol or tobacco in violation of this policy. Reasonable suspicion may be based upon, among other things, (1) observations while at the Walker Memorial Academy, such as drug, alcohol or tobacco use or the physical symptoms or manifestations of being under the influence of alcohol and/or impaired by drugs; (2) abnormal conduct or erratic behavior on Walker Memorial Academy’s property or a significant deterioration in performance and/or conduct that is not otherwise explainable; (3) a report regarding the use of drugs, alcoholic beverages or tobacco that is provided by a (i) teacher, staff member, or administrator of Walker Memorial Academy or Conference, or (ii) a reliable and credible source that has been corroborated by other sources or information; or (4) information that a student has used, possessed, sold, solicited, or transferred illegal drugs, alcoholic beverages or tobacco while on School/Academy property, or while participating in on- and off-campus Walker Memorial Academy-sponsored activities.

Written Consent

Prior to providing a testing sample, students will be required to sign a consent form authorizing the taking and testing of the sample. The written consent of a parent or legal guardian will also be required for minor students. Any student, or his/her parent or legal guardian, may refuse to consent or submit to a test for the current illegal use of drugs or the use of alcohol or tobacco. However, the student who refuses testing will be subject to disciplinary action, up to and including expulsion from the Walker Memorial Academy.

Random Testing

Although the Walker Memorial Academy does not have a random drug, alcohol and tobacco testing program in place, Walker Memorial Academy reserves the right to conduct random testing, after providing reasonable notice to students and parents, if deemed necessary to prevent the use or possession of drugs, alcohol or tobacco on Academy’s property.

Consequences of Policy Violation

Students who fail to comply with the requirements of this policy are subject to disciplinary action, up to and including expulsion from the Walker Memorial Academy.

Drug, Alcohol and Nicotine Discipline Guidelines

Walker Memorial Academy supports the Seventh-day Adventist ideal of abstaining from the illegal use of drugs, and the use of alcohol and tobacco, whether on or off campus, which encourages spiritual formation, character development, and a healthy lifestyle. Walker Memorial Academy reserves the right to evaluate any substances that are in the possession of or used/ consumed by students to determine the appropriateness of their possession and use and to discipline students for use of forbidden substances. When administering discipline in conjunction with its drug, alcohol and tobacco policies and procedures, the Florida Conference and Walker Memorial Academy will adhere to the following general guidelines:

*Students who distribute, offer to distribute, or arrange to distribute illegal drugs, prescription drugs, inhalants, alcohol or tobacco will be subject to any or all discipline listed in this policy, including expulsion.

Possession and Use Discipline Guidelines

	First Offense		Second Offense		Third Offense	
	From	To	From	To	From	To
Nicotine	Required administrator /student/parent conference	Placement of the student on in-school suspension or at-home suspension	Restriction of student from extracurricular activities and commencement exercises /award ceremonies	Placement of the student on in-school suspension, or at-home suspension, or any other appropriate disciplinary action	Suspension for up to 5 school days per occurrence	Any other appropriate disciplinary action determined by administration, including expulsion
Drugs*	Possible Suspension/ Referral for Treatment	Expulsion and police notified	Suspension	Expulsion; not eligible for re-enrollment; and police notified	Expulsion	Expulsion; not eligible for re-enrollment; and police notified
Alcohol	Possible Suspension/ Referral for Treatment	Expulsion	Suspension	Expulsion and enrollment for the following year denied	Expulsion	Expulsion; not eligible for re-enrollment; and police notified

Students who sell, offer to sell, or arrange to sell illicit drugs, prescription drugs, inhalants, or alcohol will be expelled and reported to the police.

1. **Testing.** A student who is suspected of substance abuse will, at the discretion of the administration, be asked to submit to drug, alcohol, or nicotine testing in compliance with the Walker Memorial Academy's Substance Abuse and Testing Policy.
2. **Discipline.** Discipline shall be administered when necessary to protect students, school employees, or property and to maintain essential order and discipline. Walker Memorial Academy reserves the right to impose discipline whether the suspected use or possession is on campus, anywhere within the vicinity of the school, the use occurs during a school sponsored function or trip, or the student is boasting about conduct that violates the policy and which took place off campus.
3. **Assessment Before Discipline.** Discipline shall be based on a careful assessment of the circumstances of each case. Administrators should use caution and ordinarily consider developmentally appropriate interventions and discipline for very young children who engage in misconduct. Factors that must be considered in decisions concerning suspension or expulsion include, but are not limited to:
 - a. seriousness of the offense
 - b. student's age and intent or lack of intent at the time the student engaged in the conduct
 - c. student's disciplinary history
 - d. student's attitude (e.g., did student self-report and or seek help?)
 - e. potential effect of the misconduct on the school environment
 - f. state law requirements for certain disciplinary consequences
 - g. mitigating factors in the assessment of any punishment

- h. whether the student has a disability that substantially impairs the student's capacity to appreciate the wrongfulness of the student's conduct

4. Self-Referral and Reporting. Students who are concerned about their involvement or the involvement of another person with nicotine, drugs or alcohol are encouraged to ask a School/Academy staff member for assistance. The staff member and the Walker Memorial Academy will help the student contact appropriate resources. As a general rule, self-referrals will be treated without disciplinary action, but the circumstances and student must be assessed and all recommendations must be followed. Self-referral must take place before Walker Memorial Academy discipline involvement.

5. Consequences. The following consequences may result from the use or possession of drugs, alcohol, or tobacco; abuse of over-the-counter medications; or possession of paraphernalia.

- Parent notification
- Report to law enforcement
- Students will not participate in class trips or other off campus activities – In-school suspension
- At-home suspension
- Submit to future inspections and searches
- Submit to drug, alcohol or nicotine testing
- Participate in substance abuse program
- Suspension from extracurricular activities
- Expulsion

6. Failure to Submit to Testing. A student's failure or refusal to submit to testing for illegal drugs, alcohol or tobacco will result in disciplinary action, up to and including expulsion from the Walker Memorial Academy.

7. Confiscation. When a student is found in possession of, under the influence of, and/or using illegal drugs, alcohol, tobacco, or paraphernalia on the way to or from school, at

school, or before, during, or after a school-sponsored event, the unauthorized substance or paraphernalia will be confiscated from the student. Walker Memorial Academy may test, retain or dispose of the unauthorized substance or paraphernalia, or turn it over to the law enforcement authorities.

- 8. Types of Suspension.** Students found in violation of the Walker Memorial Academy's Substance Abuse Policy may be subjected to in-school suspension (temporary exclusion from classes and required to complete all work assigned) or at-home suspensions for a specified time and missed work or assignments may not be made up. A suspended student, whether the suspension is in- school or at home is barred from participating in all school activities for the days of suspension.

- 9. Returning to School.** If a student demonstrates a dependency problem, a treatment plan must be submitted and fulfilled as a condition of returning to school. If it is determined that no dependency problem exists, the student must agree to regular counseling by the appropriate Walker Memorial Academy staff upon returning to school. Whether or not a dependency problem exists, the student will be placed on probation and the student (and the parents or guardians of a minor student) must sign an agreement stating the terms and conditions of remaining at the Walker Memorial Academy.

STUDENT ACKNOWLEDGMENT OF SUBSTANCE ABUSE AND TESTING POLICY AND INSPECTION AND SEARCH POLICY

I have received a written copy of an addendum to the Student Handbook, which includes Walker Memorial Academy's Substance Abuse and Testing and Inspection and Search policies. I acknowledge my obligation to read and comply with such policies. I understand that a copy of these policies is available to me on the Walker Memorial Academy website, the Florida Conference website and at any time upon request to Walker Memorial Academy.

I understand that the Substance Abuse and Testing policy strictly prohibits the illegal use or possession of drugs, and the possession or use of alcohol and tobacco, whether on- or off-campus, both during and outside of normal school hours. I further understand that the Academy strictly prohibits the presence of illegal drugs, alcohol or tobacco on Walker Memorial Academy property for any reason.

I understand that Walker Memorial Academy may conduct drug, alcohol and/or tobacco (nicotine) testing if there is a reasonable suspicion that I have possessed or used tobacco or am impaired by drugs or alcohol. I will be provided with a consent form to sign prior to the School/Academy taking or testing a sample. If I am a minor, a parent or legal guardian must also sign a consent form prior to the taking or testing of a sample. I understand that I or my parent or legal guardian may refuse or fail to sign this written consent. I further understand that if I or my parent or legal guardian fail or refuse to consent to testing, I will be subject to disciplinary action, up to and including expulsion from Walker Memorial Academy.

I understand that the Inspection and Search policy allows the Walker Memorial Academy to conduct inspections and searches of my personal belongings, any vehicles and me at any time on Walker Memorial Academy property or while participating in on- or off-campus School/Academy-sponsored events. I understand that I have no expectation of privacy for myself, and any personal belongings or vehicles that I bring onto Walker Memorial Academy property or to on- or off-campus Academy-sponsored events. I understand that inspections and searches may be conducted randomly and unannounced. I also understand that any search and inspection will be conducted by a Walker Memorial Academy official or law enforcement officer of the same gender as me and in the presence of a second school official.

I understand that failure to comply with either the Substance Abuse and Testing policy or the Inspection and Search policy will result in disciplinary action, up to and including expulsion from Walker Memorial Academy.

I have read and understood this acknowledgment and signed this acknowledgment voluntarily and of my own free will.

Date

Student's Signature

Print Student's Name
