
Policy Statement
as a

Drug-Free Institution

January 2017

Drug-Free Institution

The University of Kentucky is committed to providing a healthy and safe environment for its students, faculty and staff. The University has defined conduct in relation to the unlawful possession, use, dispensation, distribution or manufacture of alcohol or illicit drugs. Conduct that is violative of this definition poses unacceptable risks and disregard for the health, safety, and welfare of members of the University community and shall result in disciplinary action up to and including suspension or termination.

As a recipient of federal grants and contracts, the University gives this notice to students, faculty and staff that it is in compliance with and shall continue to comply with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act. Students, faculty and staff are herein notified of the standards of conduct, which shall be applicable while on University property, on University business, and/or at University sponsored activities.

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Standards of Conduct

By University regulations, by federal law, by state law, and, in some instances, by local ordinance, students, faculty and staff are prohibited from the **unlawful** possession, use, dispensation, distribution, or manufacture of illicit drugs on University property, on University business and/or at University sponsored activities.

Under University regulations, students, faculty and staff are required to abide by state laws concerning alcoholic beverages. Kentucky law states that if one is under the age of 21, it is unlawful to:

- (1) possess or consume alcoholic beverages,
- (2) misrepresent one's age for the purpose of purchasing alcoholic beverages, or
- (3) use a fake ID in an attempt to purchase alcoholic beverages.

No matter what one's age, Kentucky law states that it is unlawful to:

- (1) procure any alcoholic beverages for anyone under the age of 21 or
- (2) drink or to be drunk in a public place.

University campuses and buildings are considered public places for purposes of these laws, except for a facility licensed to serve alcoholic beverages, and except for a facility used as a private residence, unless University regulations state otherwise.

Ordinances of the Lexington-Fayette Urban County Government parallel state law.

Any member of the University student body, faculty, or staff who violates these defined standards of conduct shall be subject to appropriate disciplinary action up to and including suspension and/or termination. The specifically defined standards of conduct, the disciplinary procedures, and the appropriate sanctions are set forth in the Code of Student Conduct and in Administrative Regulation 6:4, and Human Resource Policy & Procedures Numbers 13.0 and 14.0.

In addition, it is a violation of state law to operate a motor vehicle while under the influence of any substance that may impair one's driving ability (drugs or alcoholic beverages).

Sanctions

Under University regulations, students who violate this standard of conduct are subject to disciplinary action from a minimum of a warning to a maximum of suspension from the University. Students who reside in University Housing are subject to further disciplinary action that may vary from a warning to termination of their housing contract.

Faculty and staff are subject to disciplinary action from a minimum of a warning to a maximum of termination from University employment.

Under state and federal drug laws, the gravity of the sanction depends on the classification of the controlled substance, the particular activity involved (possession or trafficking which includes manufacture, sale and possession with intent to sell), and whether or not multiple convictions are involved.

Specific penalties under federal and state laws for trafficking in various controlled substances are outlined in Appendix A to this policy.

Notice of Drug-Related Conviction

In compliance with the Federal Drug-Free Workplace Act of 1988, **any** employee shall notify the immediate supervisor if the employee is convicted of a criminal drug offense occurring in the workplace or while on University business within five (5) days of the conviction. The University shall take appropriate sanction and remedies in accordance within its policies. The provisions of this section are applicable to students who are employees of the University. If the employee is under a federal contract or grant, the University shall notify the contracting or granting agency of the conviction and of its actions. This section of this policy is also applicable to students who receive a Pell grant (federal grant).

Health Risks

The scope and impact of health risks from alcohol and drug abuse are both alarming and well-documented, ranging from mood altering to life-threatening, with consequences that extend beyond the individual to family, organizations and society at large. The University, therefore, conducts regular programs to educate its students, faculty and staff that consumption and use of drugs may alter behavior, distort perception, impair thinking, impede judgment, and lead to physical or psychological dependence.

Alcohol and/or drugs and/or drug abuse may lead to the deterioration of physical health by causing or contributing to various health conditions including but not limited to fatigue, nausea, personal injury, insomnia, pathological organ damage, some forms of cancer, pancreatitis, heart attack, respiratory depression, birth defects, convulsions, coma, and even death. Alcohol and drug abuse may also result in deterioration of mental health by causing or contributing to various conditions such as increased aggression, hallucinations, depression, disorientation, and psychosis.

A detailed list of the effects and health risks associated with the use of many specific drugs appears as Appendix B to this policy.

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident.

Low to moderate doses of alcohol also increases the incident of a variety of aggressive acts, including spouse and child abuse.

Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information.

Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and intellectual disabilities. In addition, research indicates that children of alcoholic parents are at greater risk of becoming alcoholics than other youngsters.

Training and Counseling Resources

The University makes continuous efforts to make students, faculty and staff aware of the on-campus and off-campus programs that provide information and professional services on matters related to the abuse of alcohol and drugs.

The Kernel regularly publishes lists of sources for information and counseling for students. Students are encouraged to contact the Dean of Students and/or the Office of Residence Life for information and appropriate referral.

Counseling is provided by such areas as University Health Services (UHS); the Counseling Center; Educational, School, and Counseling Psychology; the Medical Student Support Services program (MS3); and On-Call Counselors (OCCs) are available in the residence halls system.

For faculty and staff, the REFER Counseling program, provides information as to resources specifically available to employees.

Other counseling, treatment, and rehabilitation services are available in the Lexington community as

well as communities throughout the state in which College of Agriculture, Food and Environment employees are located.

- Comprehensive Care Centers offer both counseling and treatment. 859-253-1686 (Visit www.bluegrass.org for locations and contact information.)
- In the Lexington area, the number for Alcoholics Anonymous (AA) is 859-225-1212. (Visit www.aa.org for other locations.)
- The Chrysalis House Inc. offers long term, halfway house residential treatment for recovering chemically dependent women. 859-977-2501
- University of Kentucky Family Center: 859-257-7755.
- REFER Counseling Program: 859-257-1467.

Many other services are available and may be located by looking in the local telephone directory yellow pages under “Social Services” or “Alcohol Abuse & Addiction – Information & Treatment” or in the section at the front of the telephone directory. Services may also be located by searching on-line.

Policy Review

This policy statement and any revisions thereto shall be distributed annually to students and employees. Distribution shall be the responsibility of the Vice President for Student Affairs and the Associate Vice-President for Human Resources.

Annual Review Policy – The Associate Provost for Student and Academic Life and the Associate Vice President of Human Resources shall review and interpret policies and procedures relevant to this policy statement. These two administrators shall jointly be responsible for maintaining records of the annual review of the policy statement.



Appendix A

Federal Trafficking Penalties Schedules I, II, III, IV and V (except Marijuana)

CSA	PENALTY			Drug (SCHEDULE)	Quantity	PENALTY	
	1st Offense	2nd Offense	Quantity			1st Offense	2nd Offense
I and	Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 years or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million individual if an individual, \$50 million if other than an individual.	5-49 gms pure or 50-499 gms mixture	METHAMPHETAMINE (II)	50 gms or more pure or 500 gms or more mixture	Not less than 10 years, and not more than life. If death or serious injury, not less than 20 years, and not more than life. Fine of not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 years, 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 other than an individual.
			100-999 gms mixture	HEROIN (I)	1 kg or more mixture		
			500-4,999 gms mixture	COCAINE (II)	5 kgs or more mixture		
			28-279 gms mixture	COCAINE BASE (II)	280 gms or more mixture		
			10-99 gms pure or 100-999 gms mixture	PCP (II)	100 gms or more pure or 1 kg or more mixture		
			1-9 gms mixture	LSD (I)	10 gms or more mixture		
			40-399 gms mixture	FENTANYL (II)	400 gms or more mixture		
10-99 gms mixture	FENTANYL ANALOGUE (I)	100 gms or more mixture					
II	Drug	Quantity	First Offense		Second Offense		
	Other I and II	Any	Not more than 20 years. If death or serious injury, not less than 20 years and not more than life. Fine \$1 million if an individual, \$5 million if not an individual.		Not more than 30 years. If death or serious injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
	Gamma Hydroxybutric Acid (GHB)	Any					
IV	Flunitrazepam	1 gm or more					
III	All	Any	Not more than 10 years. If death or serious injury, not more than 15 years. Fine of not more than \$500,000 if an individual, \$2.5 million if not an individual.		Not more than 20 years. If death or serious injury, not more than 30 years. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
IV	All	Any	Not more than 5 years. Fine of not more than \$250,000 if an individual, \$1 million if not an individual.		Not more than 10 years. Fine of not more than \$500,000 if an individual, \$2 million if not an individual.		
	Flunitrazepam	Less than 1 gm					
V	All	Any	Not more than 1 year. Fine of not more than \$100,000 if an individual, \$250,000 if not an individual.		Not more than 4 years. Fine of not more than \$200,000 if an individual, \$500,000 if not an individual.		

Federal Trafficking Penalties – Marijuana (Schedule I)

As of August 1, 2015

Description	Quantity	First Offense	Second Offense*
Marijuana mixture containing detectable quantity*	1,000 kg or more mixture or 1,000 or more plants	Not less than 10 years, and not more than life. If death or serious injury, not less than 20 years, and not more than life. Fine of not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 years, 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 other than an individual.
Marijuana mixture containing detectable quantity*	100 kg to 999 kg mixture or 100-999 plants	Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 years, or more than life. Fine of not more than \$5 million if an individual, \$25 million other than individual.	Not less than 10 years, 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 other than an individual.
Marijuana	50 to 99 kg mixture or 50 to 99 plants	Not more than 20 years. If death or serious injury, not less than 20 years, and not more than life. Fine of not more than \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 years. If death or serious injury, life imprisonment. Fine of not more than \$2 million if an individual, \$10 million if other than an individual.
Hashish	more than 10 kg		
Hashish Oil	more than 1 kg		
Marijuana	1 to 49 plants or less than 50 kg	Not more than 5 years. Fine of not more than \$250,000 if an individual, \$1 million if other than an individual.	Not more than 10 years. Fine not of more than \$500,000 if an individual, \$2 million if other than an individual.
Hashish	10 kg or less		
Hashish Oil	1 kg or less		

*Includes Hashish and Hashish Oil

(Marijuana is a schedule I Controlled Substance.)

Appendix B

Controlled Substances—Uses & Effects

DRUGS CSA SCHEDULES	COMMON OR STREET NAMES	MEDICAL USES	DEPENDENCE Physical	DEPENDENCE Psychological	USUAL METHODS OF ADMINISTRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYMPTOMS
NARCOTICS								
Heroin	I	Big H, Black Tar, Chiva, Hell Dust, Horse, Negra, Smack, Thunder	None	High	High	Injected, smoked, sniffed, snorted		
Hydromorphone	II	D, Dilies, Dust, Footballs, Juice, Smack	Analgesic	High	High	Oral, injected	Slowed physical activity, constriction of the pupils, flushing of the face and neck, constipation, nausea, vomiting, slowed/rapid heartbeat and slowed breathing	Constricted (pinpoint) pupils, col clammy skin, confusion, convulsions, extreme drowsiness, slowed breathing, coma and death
Methadone	II	Amidone, Chocolate Chip Cookies, Fizzies, Maria, Pastora, Salvia, Street Methadone, Wafer	Analgesic	High	High	Oral, injected		
Morphine	II	Dreamer, Emsel, First Line, God's Drug, Hows, MS, Mister Blue, Morf, Morpho, Unkie	Analgesic	High	High	Oral, injected		
Opium	II	Aunti Emma, Big O, Black Pill, Chandoo/Chandu, Chinese Molasses, Chinese Tobacco, Toys	Analgesic	High	High	Oral, injected, smoked		
Oxycodone	II	Hillbilly Heroin, Kicker, oC, ox, Roxy, Perc, oxy	Analgesic	High	High	Oral, injected		
STIMULANTS								
Amphetamines	I	Bennies, Black Beauties, Crank, Ice, Speed, Uppers	ADHD, nasal congestion, narcolepsy	High	High	Oral, injected	Dizziness, tremors, headache, increased blood pressure and pulse rates, flushed skin, chest pain with palpitations, excessive sweating, vomiting, and abdominal cramps	Agitation, delusions, hallucinations, high fever, convulsions, difficulty breathing, cardiovascular collapse and death
Cocaine	II	Coca, Coke, Crack, Flake, Snow and Soda Cot	Topical local anesthetic	High	High	Injected, smoked, sniffed, snorted		
Khat	I, IV	Abyssinian Tea, African Salad, Catha, Chat, Kat, Oat	None	High	High	Oral, smoked		
Methamphetamine	II	Batu, Bikers Coffee, Black Beauties, Chalk, Chicken Feed, Crank, Crystal, Glass, Go-Fast, Ice, Meth, Poor Man's Cocaine, Shabu, Shards, Speed, Stove Top, Tina, Trash, Tweak, Uppers, Yellow Bam	Obesity, ADHD	High	High	Oral, injected, smoked, sniffed, snorted		

DEPRESSANTS									
Barbiturates	II, III, IV	Barbs, Block Busters, Christmas Trees, Goof Balls, Pinks, Red Devils, Red & Blues, Yellow Jackets	Anesthetic, anticonvulsant, hypnotic, sedative	High	High	Oral, injected	Amnesia, slurred speech, loss of motor coordination, weakness, headache, lightheadedness, blurred vision, dizziness, nausea, vomiting, low blood pressure, slowed breathing	Slowed heart rate and breathing, clammy skin, weak and rapid pulse, severe sedation, unconsciousness, coma, and death	Insomnia, anxiety, tremors, increased heart rate and blood pressure, psychotic thoughts, can be life-threatening
Benzodiazepines	IV	Benzos, Downers	Sedative, anxiety, seizures	Low	Low	Oral, injected			
GHB	I, III	Easy Lay, G, Georgia Home Boy, GHB, Goop, Grievous Bodily Harm, Liquid Ecstasy, Liquid X	None	High	High	Oral			
Rohyphol	IV	Circles, Forget-Me-Pill, La Rocha, Lunch Money Drug, Mexican Valium, Roaches, Rohypnol, Row-Shay, Roofies, Wolfies	None	Low	Low	Oral			
HALLUCINOGENS									
				MEDICAL USES		USUAL METHODS OF ADMINISTRATION			
Ecstasy/MDMA	I	Adam, Beans, Clarity, Disco Biscuit, E, Eve, Go, Hug Drug, Lover's Speed, MDMA, Peace, STP, X, XTC		None	Oral, smoked, sniffed, snorted	Elevated heart rate, increased blood pressure, dilated pupils	Respiratory depression, coma, convulsions, seizures, death	Flashbacks, depression, muscle spasms, aggressive, hostile or violent behavior, high blood pressure, rapid heart rate	
K2/Spice	I	Spice, K2, Blaze, RedX Dawn, Paradise, Demon, Black Magic, Crazy Clown		None	Oral, smoked, sniffed, snorted				
Ketamine	III	Cat Tranquilizer or Valium, Jet K, Kit Kat, Purple, Special K, Super K, Vitamin K	Anesthetic	Oral, injected, smoked, sniffed, snorted					
LSD	I	Acid, Blotter Acid, Dots, Mellow Yellow, Window Pane	None	Oral					
Peyote & Mescaline	I	Buttons, Cactus, Mesc, Peyoto	None	Oral, smoked					
Psilocybin	I	Magic Mushrooms, Mushrooms, Shrooms	None	Oral					
MARIJUANA/CANABIS and Marijuana Concentrates - THC Extractions	I, III	Aunt Mary, Blunts, Chronic, Dope, Gangsta, Grass, Hash, Herb, Indo, Joint, Mary Jane, Pot, Reefer, Weed, 710, Wax, Ear Wax, Honey Oil, Budder, BHO		None	Oral, smoked	Sedation, blood shot eyes, increased appetite, lower blood pressure, increased heart rate	Unknown	Restlessness, irritability, sleep difficulties, no appetite	
STEROIDS	III	Arnolds, Juice, Pumpers, Roids, Stackers, Weight Gainers	Testosterone deficiency	Oral, injected, topical	Side effects include: Acne, early sexual development, stunted growth, deepened female voice, increased facial & body hair, menstrual irregularities, reduced sperm count, sterility, male pattern baldness, enlarged male breast tissue, prostate cancer				
INHALANTS	Gluey Huff, Rush, Whippets		None	Sniffing, snorting, bagging, huffing	Weight loss, muscle weakness, disorientation, irritability, depression	Unconsciousness, death	Unknown		
DRUGS OF CONCERN *CURRENTLY NOT REGULATED BY THE CONTROLLED SUBSTANCE ACT.									
Bath Salts*		Bliss, Blue Silk, Cloud Nine, Drone, Energy-1, Ivory Wave, Lunar Wave, Meow Meow, Ocean Burst, Pure Ivory, Purple Wave, Red Dove, Snow Leopard, Stardust, Vanilla Sky, White Dove, White Knight, White Lightening		None	Oral, injected, smoked, sniffed, snorted	Side effects include: paranoia, hypertension, hyperthermia, rapid heartbeat, sweating, teeth grinding, palpitations, seizures, hallucinations, delusions, headaches, death			
DXM*	CCC, Dex, DXM, Poor Man's PCP, Robo, Rojo, Skittles, Triple C, Velvet		Cough Suppressant	Oral	Side effects include: confusion, inappropriate laughter, agitation, paranoia, hallucinations, over-excitability, lethargy, loss of coordination, slurred speech, sweating, hypertension				
Salvia Divinorum*	María Pastora, Sally-D, Salvia		None	Oral, smoked, vaporized	Side effects include: loss of coordination, dizziness, slurred speech, lack of coordination				

