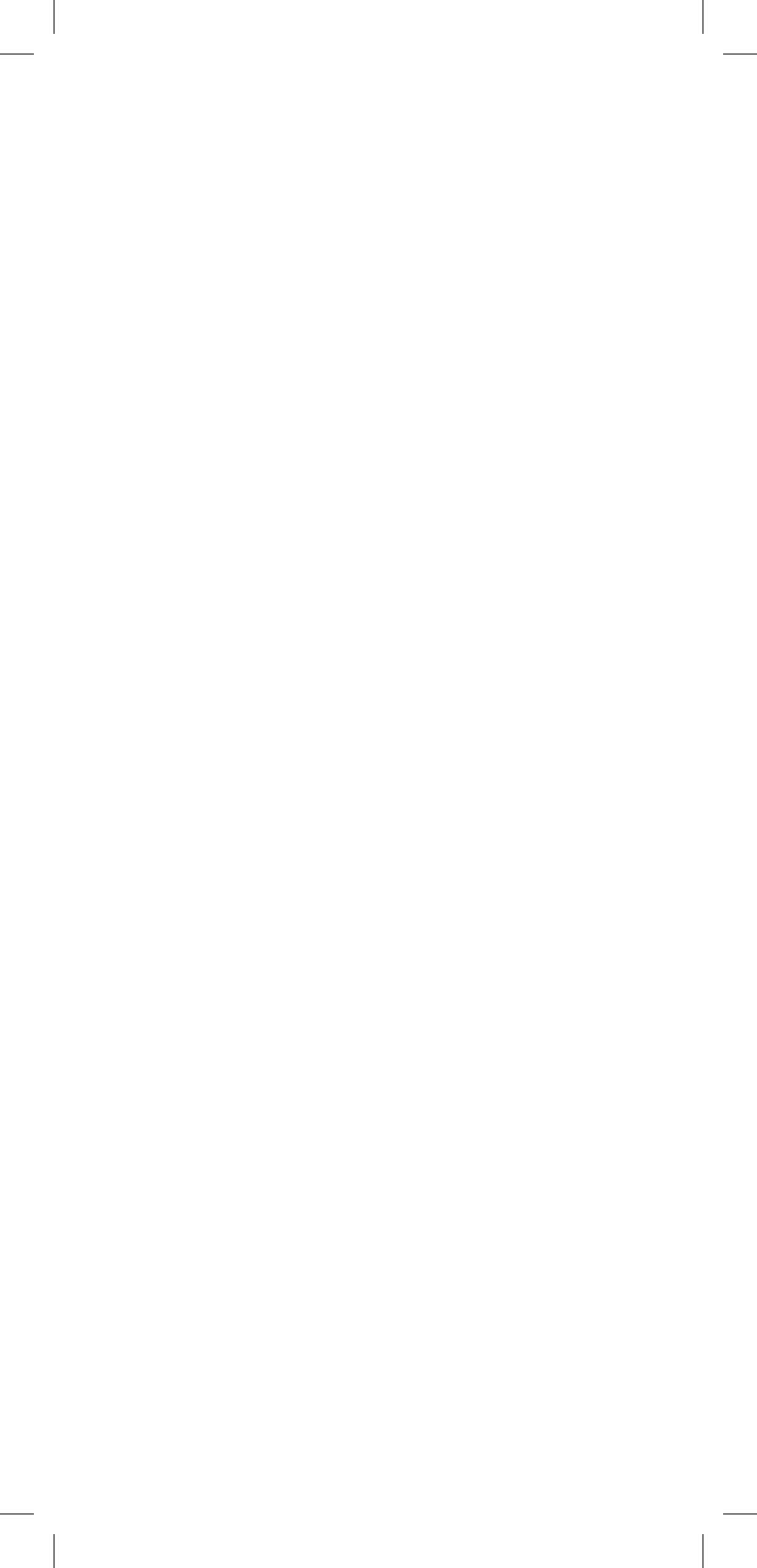

Policy Statement
as a

Drug-Free Institution

August 2019



Policy Statement as a

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 laws state 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 laws.

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 which may impair one's driving ability (drugs or alcoholic beverages).

Sanctions

Under University regulation, 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 (CAFE) employees are located.

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- 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 Associate Provost for Student and Academic Life 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			1st Offense	2nd Offense
I and II	Not less than 5 years, and not more than 40 years. If death or serious bodily 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 bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	COCAINE (II) COCAINE BASE (II) FENTANYL (II) FENTANYL ANALOGUE (I) HEROIN (I) LSD (I) METHAMPHETAMINE (II) PCP (II)	5 kgs or more mixture 280 gms or more mixture 400 gms or more mixture 100 gms or more mixture 1 kg or more mixture 10 gms or more mixture 50 gms or more pure or 500 gms or more mixture 100 gms or more pure or 1 kg or more mixture	Not less than 10 years, and not more than life. If death or serious bodily injury, not less than 20 years, or more than life. Fine of not more than \$10 million if an individual, \$50 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.	Not less than 20 years, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
IV	Other I and II Gamma Hydroxybutiric Acid (GHB) Flunitrazepam	Quantity Any Any Less than 1 gm			First Offense	Second Offense
III	All	Any		Not more than 20 years. If death or serious bodily 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 bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.	
IV	All	Any		Not more than 10 years. If death or serious bodily 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 5 years.	Not more than 20 years. If death or serious bodily injury, not more than 30 years. Fine not more than \$1 million if an individual, \$5 million if not an individual. Not more than 10 years.	Not more than 20 years. If death or serious bodily injury, not more than 30 years. Fine not more than \$1 million if an individual, \$5 million if not an individual.
V	All	1 gm or more Any		Fine of not more than \$250,000 if an individual, \$1 million if not an individual. Not more than 1 year.	Fine of not more than \$500,000 if an individual, \$2 million if not an individual. Not more than 4 years.	Fine of not more than \$500,000 if an individual, \$2 million 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 June 1st, 2018

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, or more than life. If death or serious bodily injury, not less than 20 years, or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.	Not less than 20 years, or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Marijuana mixture containing detectable quantity*	100 kg to 999 kg mixture, or 100 to 999 plants	Not less than 5 years, or more than 40 years. If death or serious bodily 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, or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
Marijuana	50 to 99 kg mixture or 50 to 99 plants	Not more than 20 years	Not more than 30 years.
Hashish	more than 10 kg	If death or serious bodily injury, not less than 20 years, or more than life. Fine of not more than \$1 million if an individual, \$5 million if not an individual.	If death or serious bodily injury, life imprisonment. Fine of not more than \$2 million if an individual, \$10 million if not an individual.
Hashish Oil	more than 1 kg		
Marijuana	less than 50 kg or 1 to 49 plants	Not more than 5 years	Not more than 10 years.
Hashish	10 kg or less	Fine of not more than \$250,000 if an individual, \$1 million if not an individual.	Fine of not more than \$500,000 if an individual, \$2 million if not an individual.
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 NARCOTICS	COMMON OR STREET NAMES	MEDICAL USES	DEPENDENCE Physical/Psychological	USUAL METHODS OF ADMINISTRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE
Fentanyl	Apache, China Girl, China Town, Dance Fever, Friend, Goodfellas, Great Bear, He-Man, Jackpot, King Ivory, Murder 8, Tango & Cash	Analgesic and Anesthetic	High/High	Injected, smoked, sniffed, snorted, oral, spiked onto blotter paper	Relaxation, euphoria, pain relief, sedation, confusion, drowsiness, dizziness, nausea, vomiting, urinary retention, pupillary constriction, and respiratory depression	Changes in pupillary size, cold and clammy skin, cyanosis, coma and respiratory failure leading to death
Heroin	Big H, Black Tar, Chiva, Hell Dust, Horse, Negra, Smack, Thunder	None	High/High	Injected, smoked, sniffed, snorted	Surge of euphoria or "rush" followed by a twilight state of sleep and wakefulness. Drowsiness, respiratory depressions, constricted pupils, nausea, a warm flushing of the skin, dry mouth and heavy extremities	Slow and shallow breathing, blue lips and fingernails, clammy skin, convulsions, coma and possible death
Hydromorphone	D, Dilies, Dust, Footballs, Juice, Smack	Analgesic	High/High	Oral, injected	Produces feelings of euphoria, relaxation, sedation, reduced anxiety, mental clouding, changes in mood, nervousness, restlessness, constipation, pupillary constriction, urinary retention, nausea, vomiting, respiratory depression, dizziness, impaired coordination, loss of appetite, rash, slow or rapid heartbeat, and changes in blood pressure	Severe respiratory depression, drowsiness progressing to stupor or coma, lack of skeletal muscle tone, cold and clammy skin, constricted pupils, and reduction in blood pressure and heart rate
Methadone	Amidone, Chocolate Chip Cookies, Fizzes, Maria, Pastora, Salvia, Street Methadone, Wafer	Analgesic	High/High	Oral, injected	Psychological dependence, sweating, itchy skin, or sleepiness	Slow and shallow breathing, blue fingernails and lips, stomach spasms, clammy skin, convulsions, weak pulse, coma, possible death
Morphine	Dreamer, Emsel, First Line, God's Drug, Hows, MS, Mister Blue, Morf, Morpho, Uncle	Analgesic	High/High	Oral, injected	Euphoria, pain relief, decrease in hunger and inhibition of the cough reflex	Cold and clammy skin, lowered blood pressure, sleepiness, slowed breathing, slow pulse rate, coma, possible death
Opium	Aunt, Aunti Emma, Big O, Black Pill, Chandoo, Chandi, Chinese Molasses, Chinese Tobacco, Dover's Powder, Dream Gun/Stick, Dreams, Easing Powder, Gee, God's Medicine, Toys	Analgesic	High/High	Oral, injected, smoked	Euphoric rush followed by relaxation and pain relief, constipation, dry mouth and mucous membranes	Slow breathing, seizures, dizziness, weakness, loss of consciousness, coma, possible death
Oxycodone	Hillbilly Heroin, Kicker, OC, Ox, Roxy, Perc, Oxy	Analgesic	High/High	Oral, injected	Euphoria and feelings of relaxation, pain relief, sedation, respiratory depression, constipation, pupillary constriction, and cough suppression	Extreme drowsiness, muscle weakness, confusion, cold and clammy skin, pinpoint pupils, shallow breathing, slow heart rate, fainting, coma, possible death

DRUGS CSA SCHEDULES	COMMON OR STREET NAMES	MEDICAL USES	DEPENDENCE Physical/Psychological	USUAL METHODS OF ADMINISTRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE
STIMULANTS						
Amphetamines	I Bennies, Black Beauties, Crank, Ice, Speed, Uppers	ADHD, nasal congestion, narcolepsy	High/High	Oral (pills or powder)	Produce a sense of exhilaration, enhance self-esteem, improve mental and physical performance, increase activity, reduce appetite, extend wakefulness for prolonged period and "get high", agitation, hostility, panic, aggression, and suicidal or homicide tendencies; Paranoia sometimes accompanied by both auditory and visual hallucinations. Dizziness, tremors, headache, flushed skin, chest pain with palpitations, excessive sweating, vomiting, abdominal cramps	High fever, convulsions, and cardiovascular collapse may precede death
Cocaine	II Coca, Coke, Crack, Flake, Snow, 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 Bars, Block Busters, Christmas Trees, Goof Balls, Pinks, Red Devils, Red & Blues, Yellow Jackets	Anesthetic, anticonvulsant, hypnotic, sedative	High/High	Oral, injected		
Benzodiazepines	IV Benzos, Downers	Sedative, anxiety, seizures	Low/Low	Oral, injected		Slurred speech, loss of motor coordination, weakness, headache, lightheadedness, blurred vision, dizziness, nausea, vomiting, low blood pressure, slowed breathing, possible death
GHB	I, III Easy Lay, G, Georgia Home Boy, GHB, Goop, Grievous Bodily Harm, Liquid Ecstasy, Liquid X, Scoop	None	High/High	Oral	Causes amnesia, leaving no memory of events that occur while under the influence, reduce reaction time, impair mental functioning and judgment, cause confusion.	
Rohypnol	IV Circles, Forget-Me-Pli, La Roquia, Lunch Money Drug, Mexican Valium, Roaches, Roopies, Roahas Dos, Rohypnol, Row-Shay, Ruffies, Wolfies	None	Low/Low	Oral		
HALLUCINOGENS						
Ecstasy/MDMA	I Adam, Bears, Clarity, Disco Biscuit, E, Eve, Go, Hug Drug, Lover's Speed, MDMA, Peace, STP, X, XTC	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		Sensory effects include perceptual distortions that vary with dose, setting and mood. Psychic effects include distortions of thought associated with time and space	Elevated heart rate, increased blood pressure, dilated pupils
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			

Appendix B

Controlled Substances—Uses & Effects

DRUGS CSA SCHEDULES	COMMON OR STREET NAMES	MEDICAL USES	USUAL METHODS OF ADMINISTRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE
HALLUCINOGENS (continued)					
MARIJUANA/CANABIS and Marijuana Concentrates - THC Extractions	Aunt Mary, BC Bud, Blunts, Boom, Chronic, Dope, Gangsta, I, Ganja, Grass, Hash, Herb, Hydro, Indo, Joint, Kif, Mary Jane, Mola, Pot, Reeler, Skunk, Weed, 710, Wax, Ear Wax, Honey Oil, Budder, BHO, Dabs, Black Grass	None	Oral, smoked	Sedation, blood shot eyes, increased appetite, lower blood pressure, increased heart rate	Unknown
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
DRUGS OF CONCERN *THESE DRUGS ARE NOT CURRENTLY REGULATED BY THE CONTROLLED SUBSTANCE ACT, but pose risks to individuals who abuse them.					
DXM*	CCC, Dex, DXM, Poor Man's POP, Robo, Robo, 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	
Kratom		None	Oral	Nausea, itching, sweating, dry mouth, constipation, increased urination, tachycardia, vomiting, drowsiness, loss of appetite	
Salvia Divinorum*	Mania Pastora, Sally-D, Salvia	None	Oral, smoked, vaporized	Side effects include: loss of coordination, dizziness, slurred speech, lack of coordination	
DESIGNER DRUGS					
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	
K2/Spice	Spice, K2, Blaze, RedX, Dawn, Paradise, Demon, Black Magic, Crazy Clown	None	Oral, smoked, vaporized	Side effects include: elevated heart rate and blood pressure unconsciousness, tremors, seizures, vomiting, hallucinations, agitation, anxiety, pallor, numbness, and tingling.	



