

# Drug-Free Policy

## 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 which 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 of Kentucky gives this notice to students, faculty and staff that it is in compliance with and shall continue to be in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989. Students, faculty and staff are herein notified of the standards of conduct which shall be applicable while on University of Kentucky property, on University business, and/or at University sponsored activities.

## 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. Basically, 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 21 years of age or
- (2) drink or to be drunk in a public place.

University campuses and buildings are considered as 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 basically parallel the 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 detailed in the codes of student conduct and in the Administrative Regulations (AR 6:4, HRP&P 13, HRP&P 14 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 which 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 of Kentucky, 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 incidence 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 mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

### Training and Counseling Resources

Continuous efforts are made to make students, faculty and staff aware of the on-campus and off-campus programs which provide information and professional services on matters related to the abuse of alcohol and drugs.

Lists of sources for information and counseling for students are published in the *Kernel* regularly. 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 the University Health Services Counseling Center, Educational, School, and Counseling Psychology, the Medical Student Support Services program (MS3), and an In-resident counselor in the residence halls system.

For faculty and staff the Employee Assistance Program, REFER, specifically provides information as to resources 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 employees are located.

- Comprehensive Care Centers offer both counseling and treatment. (Visit [www.bluegrass.org](http://www.bluegrass.org) for locations and contact information.)
- In the Lexington area, the number for Alcoholics Anonymous (AA) is 859-225-1212. (Check local telephone directory for listings.)
- The Chrysalis House Inc. (859) 977-2501 offers long term, half-way house residential treatment for recovering chemically dependent women.
- University of Kentucky Family Center 859-257-7755.
- REFER 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 online.

### 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 Vice President for Student Affairs and the Associate Vice President for 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.

– Appendices appear on next page –

Appendix A

Federal Trafficking Penalties Schedules I, II, III, IV and V (except Marijuana)							
CSA	PENALTY		Quantity	DRUG(SCHEDULE)	Quantity	PENALTY	
	2nd Offense	1st Offense				1st Offense	2nd Offense
I  and	Not less than 10 years. Not more than life.	Not less than 5 years and not more than 40 years.	5-49 gms pure or 50-499 gms mixture	<b>METHAMPHETAMINE (II)</b>	50 gms or more pure or 500 gms or more mixture	Not less than 10 years and not more than life.	Not less than 20 years and not more than life.
			100-999 gms mixture	<b>HEROIN (I)</b>	1 kg or more mixture		
	If death or serious injury, not less than life imprisonment.	If death or serious injury, not less than 20 years or more than life.	500-4,999 gms mixture	<b>COCAINE (II)</b>	5 kgs or more mixture	If death or serious injury, not less than 20 years, or more than life.	If death or serious injury, life imprisonment.
			28-279 gms mixture	<b>COCAINE BASE (II)</b>	280 gms or more mixture		
	Fine of not more than \$8 million individual, \$50 million if not an individual.	Fine of not more than \$5 million if an individual, \$25 million if not an individual.	10-99 gms pure or 100-999 gms mixture	<b>PCP (II)</b>	100 gms or more pure or 1 kg or more mixture	Fine of not more than \$10 million if an individual, \$50 million if other not an individual.	Fine of not more than \$20 million if an individual, \$75 million if not an individual.
			1 - 9 gms mixture	<b>LSD (I)</b>	10 gms or more mixture		
			40-399 gms mixture	<b>FENTANYL (IV)</b>	400 gms or more mixture		
		10-99 gms mixture	<b>FENTANYL ANALOGUE (I)</b>	100 gms or more mixture		Same fines with 2 or more prior offenses.	
II	<b>DRUG</b>	<b>Quantity</b>	<b>First Offense</b>		<b>Second Offense</b>		
	Others	Any	Not more than 20 years. If death or serious injury, not less than 20 years or 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					
Flunitrazepam	1 gm or more						
III	All	Any	Not more than 10 years. If death or serious injury, not more than 15 years. Fine 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 not more than \$250,000 if an individual, \$1 million if not an individual.		Not more than 10 years. Fine 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 not more than \$100,000 if an individual, \$250,000 if not an individual.		Not more than 4 years. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

Appendix A

As of July 1, 2012

<b>Federal Trafficking Penalties – Marijuana (Schedule I)</b>			
<b>Quantity</b>	<b>Description</b>	<b>First Offense</b>	<b>Second Offense*</b>
1,000 kg or more mixture or 1,000 or more plants	<b>Marijuana</b> mixture containing detectable quantity*	Not less than 10 years, not more than life. If death or serious injury, not less than 20 years, or more than life. Fine not more than \$4 million individual, \$10 million other than individual.	Not less than 20 years, not more than life. If death or serious injury, life imprisonment. Fine not more than \$20 million individual, \$75 million other than individual.
100 kg to 999 kg mixture, or 100-999 plants	<b>Marijuana</b> mixture containing detectable quantity*	Not less than 5 years, not more than 40 years. If death or serious injury, not less than 20 years, or more than life. Fine not more than \$2 million individual, \$5 million other than individual.	Not less than 10 years, not more than life. If death or serious injury, life imprisonment. Fine not more than \$8 million individual, \$50 million other than individual.
50-99 kg mixture or 50 to 99 plants	<b>Marijuana</b>	Not more than 20 years. If death or serious injury, not less than 20 years, or more than life. Fine not more than \$1 million individual, \$5 million other than individual.	Not more than 30 years. If death or serious injury, life imprisonment. Fine not more than \$2 million individual, \$10 million other than individual.
more than 10 kg	<b>Hashish</b>		
more than 1 kg	<b>Hashish Oil</b>		
1-49 plants/less than 50 kg	<b>Marijuana</b>	Not more than 5 years. Fine not more than \$250,000 individual, \$1 million other than individual.	Not more than 10 years. Fine not more than \$500,000 individual, \$2 million other than individual.
10 kg or less	<b>Hashish</b>		
1 kg or less	<b>Hashish Oil</b>		

\*Includes Hashish and Hashish Oil

(Marijuana is a Schedule I Controlled Substance.)

\*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 of up to \$8 million if an individual and \$20 million if other than individual.

## Appendix B

Controlled Substances – Uses & Effects										POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYNDROME
DRUGS CSA SCHEDULES	COMMON NAMES OR STREET NAMES	MEDICAL USES	DEPENDENCE		TOLERANCE	DURATION (Hours)	USUAL METHODS OF ADMINISTRATION					
			Physical	Psychological								
<b>NARCOTICS</b>												
Opium	II III V	Dover <sup>1</sup> Powder, Big O, Black Pill	Analgesic, antidiarrheal	High	High	Yes	3-6	Oral, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating	
Morphine	II III	Morphine, MS-Contin, Roxanol, Roxanol-SR	Analgesic, antitussive	High	High	Yes	3-6	Oral, smoked, injected				
Codeine	II III V	Tylenol w/Cod., Empirin w/Cod., Robitussin A-C, Fiorinal w/Cod.	Analgesic, antitussive	Moderate	Moderate	Yes	3-6	Oral, injected				
Heroin	I	Diacetylmorphine, Horse, Smack, Black Tar	None	High	High	Yes	3-6	Injected, sniffed, smoked				
Oxycodone	II	OxyContin, Hillbilly Heroin, Roxy, Oxy	Analgesic	High	High	Yes	3-6	Oral, injected				
Meperidine (Pethidine)	II	Demarol, Mepergan	Analgesic	High	High	Yes	3-6	Oral, injected				
Methadone	II	Dolophine, Methadone, Methadose	Analgesic	High	High-Low	Yes	12-24	Oral, injected				
Other Narcotics	I II III IV V	Numorphan, Percodan, Percocet, Tylox, Tussionex, Fentanyl, Darvon, Lomotil, Talwin <sup>2</sup>	Analgesic, antidiarrheal, antitussive	High-Low	High-Low	Yes	Variable	Oral, injected				
<b>DEPRESSANTS</b>												
Chloral Hydrate	IV	Noctec	Hypnotic	Moderate	Moderate	Yes	5-8	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death	
Barbiturates	II III IV	Block Buster, Red & Blues, and/or Yellow Jackets	Anesthetic, anticonvulsant, sedative, hypnotic, veterinary euthanasia agent	High-Low	High-Low	Yes	1-16	Oral				
Benzodiazepines	IV	Valium, Xanax, Klonopin, Benzos, Downers	Antianxiety, anticonvulsant, sedative, hypnotic	Low	Low	Yes	4-8	Oral				
GHB	I III	Easy Lay, Liquid Ecstasy and Scoop	Sedative, hypnotic	High	High	Yes	4-8	Oral				
Rohypnol	IV	Ruffies, Roaches and Forget-Me-Pill	Sedative, hypnotic	High	Moderate	Yes	4-8	Oral				
Other Depressants	III IV	Equanil, Miltown, Noludar, Placidyl, Valmid	Antianxiety, sedative, hypnotic	Moderate	Moderate	Yes	4-8	Oral				
<b>STIMULANTS</b>												
Cocaine <sup>1</sup>	II	Coke, Flake, Snow, Crack	Local anesthetic	Possible	High	Yes	1-2	Sniffed, smoked, injection	Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increase in body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation	
Amphetamines	II	Dexedrine, Obetrol, Adderall	Attention deficit disorders, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected				
Methamphetamine	II	Crank, Meth, Poor Man's Cocaine, Desoxy	Weight control	Possible	High	Yes	2-4	Oral, injected				
Methylphenidate	II	Ritalin	Attention deficit disorders, narcolepsy	Possible	Moderate	Yes	2-4	Oral, injected				
Other Stimulants	III IV	Adipex, Cylert, Didrex, Ionamin, Melliet, Plegine, Sancrex, Tenuate, Tepanil, Prelu-2	Weight control	Possible	High	Yes	2-4	Oral, injected				
<b>HALLUCINOGENS</b>												
LSD	I	Acid, Microdot	None	None	Unknown	Yes	8-12	Oral	Illusions and hallucinations, poor perception of time and distance	Longer, more intense "trip" episodes, psychosis, possible death	Withdrawal syndrome not reported	
Mescaline & Peyote	I	Mexc, Buttons, Cactus	None	None	Unknown	Yes	8-12	Oral				
K2	I	Spice, Bliss, Black Mamba, Fake Weed	None	Unknown	Unknown	Yes	Variable	Oral, injected				
MDMA	I	Ecstasy, Adam, Disco Biscuit, E	None	Unknown	High	Yes	Days	Smoked, oral, injected				
Psilocybin	I	Magic Mushroom, Mushrooms, Shrooms	None	Unknown	High	Yes	Days	Smoked, oral, injected				
Other Hallucinogens	I	Butotenine, Ibogaine, DMT, DET, Psilocybin, Psilocyn	None	None	Unknown	Possible	Variable	Smoked, oral, injected, sniffed				
<b>CANNABIS</b>												
Marijuana, Cannabis	I	Pot, Acapulco, Gold, Grass, Reefer, Sinsemilla, Thai, Sticks	None	Unknown	Moderate	Yes	2-4	Sniffed, oral	Euphoria, relaxed inhibitions, increased appetite, disoriented behavior	Fatigue, paranoia, possible psychosis	Insomnia, hyperactivity, and decreased appetite occasionally reported	
Tetrahydrocannabinol	I II	THC, Marinol	Cancer Chemotherapy antinauseant	Unknown	Moderate	Yes	2-4	Smoked, oral				
Hashish	I	Hash	None	Unknown	Moderate	Yes	2-4	Smoked, oral				
Hashish Oil	I	Hash Oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral				

<sup>1</sup> Designated a narcotic under the CSA    <sup>2</sup> Not designated a narcotic under the CSA