

Drug and Alcohol Abuse and Prevention Policy

Policy Statement

I. POLICY STATEMENT

Kansas City University (KCU) is committed to providing a safe, healthy learning community for all its members. The University recognizes that the improper and excessive use of alcohol and other drugs may interfere with the University's mission by negatively affecting the health and safety of students, faculty and staff. It is due to the harm caused by excessive and illegal use that the University has a vested interest in establishing policies to prohibit unlawful behavior and sanctions to address policy violations by members of the University community.

Under the Drug-Free Schools and Communities Act (DFSCA) and in accordance with the Drug-Free Schools and Campuses Regulations (EDGAR), the University is required to have a Drug and Alcohol Abuse and Prevention Policy and distribute this policy annually to all employees and students. This policy must outline the University's prevention, education and intervention efforts, and consequences that may be applied by both the University and external authorities for policy violations. The law also requires that individuals be notified of possible health risks associated with the use and abuse of alcohol and other drugs, and sources of assistance for problems that may arise as a result of use.

II. SCOPE

This policy applies to all employees; students; applicants for employment; customers; third-party contractors; and all other persons that participate in the University's educational programs and activities, including third-party visitors on campus (the "University Community"). This policy addresses drug and alcohol abuse and prevention efforts.

III. DRUG AND ALCOHOL ABUSE AND PREVENTION

A. KCU ALCOHOL AND OTHER DRUGS POLICY

For the purpose of this policy, the term 'drug' includes:

1. Controlled substances, as defined in 21 USC 802, which cannot be legally obtained,

2. Legally controlled substances which were not legally obtained, including:
 - a. Prescribed drugs when prescription is no longer valid (e.g. use of medication after a course of treatment is completed);
 - b. Prescribed drugs used contrary to the prescription;
 - c. Prescribed drugs issued to another person

All members of the campus community also are governed by laws, regulations and ordinances established by the state and local municipalities, and will be held accountable by law enforcement representatives of those entities for any illegal activity. It is the responsibility of all campus members to be aware of these laws.

The dispensing, selling or supplying of drugs or alcoholic beverages to a person under 21 years old is prohibited. Employees, students, faculty and campus visitors may not unlawfully: manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs or controlled substances on University property, while driving a University vehicle or while otherwise engaged in University business. University property, as defined in this policy, includes all buildings and land owned, leased or used by the University, and motor vehicles operated by employees, including personal motor vehicles, when used in connection with work performed for or on behalf of the University unless approved by the Provost or President and Chief Executive Officer.

Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, he or she is not a safety risk to themselves and others while on University property, while driving a University or privately-owned vehicle, or while otherwise engaged in University business. It is illegal to misuse prescription medication, e.g. continue to use medication when the prescription is no longer valid, use prescribed drugs contrary to the prescription, and give or sell prescribed drugs to another person. Misusing prescription drugs can result in disciplinary action at KCU and potentially conviction with jail time. More information pertaining to student drug and alcohol use can be found in the KCU Student Handbook.

Additional information pertaining to employee drug and alcohol use along with the University's right to require post-accident drug and alcohol screening or screening based on reasonable suspicion can be located in the KCU Employee Handbook.

B. KCU ALCOHOL AND OTHER DRUG PREVENTION STRATEGIES

The University uses evidence-based strategic interventions, collaboration, innovation and the incorporation of wellness programs to reduce harmful consequences of alcohol and other drug use.

1. Providing education and awareness activities
2. Offering substance-free social and extracurricular, and public/community service options
3. Creating a health conscious environment
4. Restricting the marketing and promotion of alcohol and other drugs
5. Limiting availability of alcohol

6. Developing and enforcing campus policies and enforcing laws to address high-risk and illegal alcohol and other drug use
7. Providing early intervention and referral for treatment

For more detailed information on the University alcohol and other drug prevention strategies, contact Student Services at (816) 654-7210 (student related inquiry), Human Resources at (816) 654-7010 (employee related inquiry).

C. HEALTH RISKS

The use or abuse of alcohol and other drugs increases the risk for a number of health-related and other medical, behavioral, and social problems. Below is a general description of the health risks associated with drug use.

1. ALCOHOL

Can cause short-term effects such as loss of concentration and judgment, behavior. Long-term effects include risk of liver and heart damage, malnutrition, cancer and other illnesses. Use of alcohol can be highly addictive to some persons.

2. AMPHETAMINES

Can cause short-term effects such as rushed, careless behavior and pushing beyond your physical capacity, leading to exhaustion. Tolerance increases rapidly. Long-term effects include physical and psychological dependence and withdrawal can result in depression and suicide. Continued high doses can cause heart problems, infections, malnutrition and death.

3. CANNABIS

Can cause short-term effects such as slow reflexes, increase in forgetfulness, alters judgment of space and distance, can aggravate pre-existing heart and/or mental health problems. Long-term health effects include permanent damage to lungs, reproductive organs and brain function. Can interfere with physical, psychological, social development of young users.

4. COCAINE (crack)

Can cause short-term effects such as impaired judgment, increased breathing, heart rate, heart palpitations, anxiety, restlessness, hostility, paranoia, confusion. Long-term effects may include damage to respiratory and immune systems, malnutrition, seizures and loss of brain function. Highly addictive.

5. DESIGNER DRUGS/SYNTHETIC CANNABINOIDS (bath salts, K2, spice)

Can cause short-term effects such as elevated heart rate, blood pressure and chest pain, hallucinations, seizures, violent behavior and paranoia. May lead to lack of appetite, vomiting and tremor. Long-term use may result in kidney/liver failure, increased risk of suicide and death.

6. HALLUCINOGENS (PCPC, LSD, ecstasy, dextromethorphan)

Can cause extreme distortions of what is seen and heard, induces sudden changes in behavior, loss of concentration and memory, increases risk of birth defects in user's children. Overdose can cause psychosis, convulsions, coma

and death. Frequent and long-term use can cause permanent loss of mental function.

7. **INHALANTS** (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons)

Can cause short-term effects such as nausea, dizziness, fatigue, slurred speech, hallucinations or delusions. May lead to rapid and irregular heart rhythms, heart failure and death. Long-term use may result in loss of feeling, hearing and vision. Can result in permanent damage to the brain, heart, lungs, liver and kidneys.

8. **OPIATES/NARCOTICS** (heroin, morphine, opium, codeine, oxycodone, china white)

Can cause physical and psychological dependence. Overdose can cause coma, convulsions, respiratory arrest and death. Long-term use leads to malnutrition, infection and hepatitis. Sharing needles is a leading cause of the spread of HIV and hepatitis. Highly addictive; tolerance increases rapidly.

9. **SEDATIVES**

Can cause reduced reaction time and confusion. Overdose can cause coma, respiratory arrest, convulsions and death. Withdrawal can be dangerous. In combination with other controlled substances, sedatives can quickly cause coma and death. Long-term use can produce physical and psychological dependence. Tolerance can increase rapidly.

10. **TOBACCO** (cigarettes, cigars, chewing tobacco)

Can cause disease of the cardiovascular system, in particular smoking being a major risk factor for a myocardial infarction (heart attack), diseases of the respiratory tract, such as Chronic Obstructive Pulmonary Disease (COPD), and emphysema and cancer, particular lung cancer and cancers of the larynx and mouth. Nicotine is highly addictive.

- a. KCU is a tobacco-free campus.

For an extensive list of health-related risks, visit *The National Institute on Drug Abuse*:
<http://www.drugabuse.gov>

D. COUNSELING AND TREATMENT PROGRAMS

The University encourages individuals with alcohol- or other drug-related problems to seek assistance.

KCU On-Campus Counseling Services

Dr. Beth Epley, Kansas City Campus, 816-654-7223

Dr. Brandi Norman, Joplin Campus, 417-208-0731

Emergency Contact for Students, Faculty and Staff

KCU- Kansas City Safety & Emergency Management, 816-654-7911

KCU-Joplin Safety & Emergency Management, 417-208-0800

Cigna Employee Assistance Program 1-877-622-4327

<https://mykcu.kansascity.edu/human-resources/benefits/employee-assistance-program>

ERS Student Assistance Program: 1-800-292-2780

<https://mykcu.kansascity.edu/student-services/counseling-resources>

1. Providing confidential counseling and consultation services for KCU students, faculty and staff, and their families.
2. 24-hour availability for consultation and intervention on issues related to substance use disorders and more.

Missouri Physicians Health Program

800-274-0933 (24-Hour Telephone Hotline)

<http://www.themphp.org/>

Professional Renewal Center

785-842-9772

<http://prckansas.org/>

National Clearinghouse for Drug and Alcohol Information

800-729-6686

1. Provides resources for specialists and referrals to local self-help groups.

E. UNIVERSITY SANCTIONS

The use or abuse of alcohol and other drugs also increases the risks of behavioral and social problems such as negative effects on academic work performance, conflicts with classmates, co-workers, family, friends and others, conduct problems resulting in disciplinary action, including dismissal from an academic program, and legal problems resulting in ticketing, fines and imprisonment.

University policies, local ordinances, state laws and federal laws prohibit the unlawful use and/or distribution of illicit drugs and alcohol.

Violation of University policies will be subject to campus disciplinary review pursuant to University policies and consistent with local, state, and federal laws. Disciplinary action may include dismissal of individuals, and/or sanction of organizations, in violation of this policy. Violators may also be subject to the loss of financial aid.

Students: The University community has established expectations for non-academic student conduct under the Student Handbook that specifically address the illicit use of alcohol and other drugs as follows:

1. KCU's Code of Professional Conduct outlines behaviors subject to disciplinary action, including:
 - a. Participation in academic or clinical endeavors at KCU or its affiliated institutions while under the influence of alcohol, non-prescribed controlled substances, or illicit drugs
 - b. Unlawful use, possession or distribution of illegal drugs, non-prescribed controlled substances, or alcohol at any time

2. KCU prohibits students from being under the influence of illegal drugs at any time, whether they are or are not on University-owned or controlled property.
3. Although cannabis may be legal under some state laws, the possession or use of cannabis is a violation of federal law (with or without a prescription). The possession or use of cannabis shall be deemed a violation of federal law, and students are subject to immediate dismissal.
4. The sale, use, possession or storage of alcoholic beverages is strictly prohibited on KCU property and affiliated institutions.

KCU's Student Code of Professional Conduct and disciplinary actions for violation of KCU's Alcohol and Other Drugs Policy is administered by the Office of Student Services. The Office of Student Services is charged with facilitating the resolution process used to determine responsibility. The Office of Student Services, under the authority of the Vice Provost for Student and Enrollment Services, work with parties to determine appropriate educational measures and sanctions. These measures cover a wide range of educational sanctions, including but not limited to suspension and expulsion from the institution. Student Services may delegate portions of the Conduct Process to other units of the University who have a vested interest in the conduct of smaller student communities. More information pertaining to student drug and alcohol use can be found in the KCU Student Handbook.

Faculty and Staff: Sanctions for violations by faculty and staff are governed by the KCU Employee Handbook. KCU has zero tolerance for violation of this policy. Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

F. EXTERNAL SANCTIONS

Violations of laws and ordinances may result in misdemeanor or felony convictions accompanied by the imposition of legal sanctions, which include but are not limited to, the following:

1. Fines as determined under local, state or federal laws;
2. Imprisonment, including up to life imprisonment, for possession or trafficking of drugs such as heroin, cocaine, marijuana, and prescription drugs;
3. Forfeiture of personal and real property;
4. Denial of federal benefits such as grants, contracts and student loans;
5. Loss of driving privileges;
6. Required attendance at substance abuse education or treatment programs.

A full description of federal sanctions for drug felonies can be found at: <http://www.dea.gov/druginfo/ftp3.shtml>

This section is not intended as legal advice; individuals should seek independent legal counsel for advice.

G. EMPLOYEE REPORTING REQUIREMENT

Under the Drug-Free Workplace Act, in addition to the other requirements of this policy and University standards, KCU requires all employees who work in any capacity under a federal grant or contract to notify his or her University supervisor or department head in writing of his or her conviction for a violation of any criminal drug statute occurring in the workplace or on work-related activities no later than five (5) calendar days after such conviction. The supervisor or department head will notify KCU Human Resources, who will consult with the appropriate staff to satisfy the University's reporting obligations.

H. ALCOHOL MARKETING STANDARDS

The University will refuse advertising inconsistent with the fundamental mission of the University, or in conflict with the image the University seeks to project or the well-being of the University community. Examples of advertisements that will not be accepted include:

1. Alcoholic beverages
2. Tobacco products
3. Sex as a product
4. Gambling
5. Paraphernalia associated with illegal drugs
6. Dishonest, deceptive, or illegal advertising

I. DISTRIBUTION OF POLICY

A copy of the policy statement will be distributed to all faculty, staff and students annually via e-mail at the beginning of the fall semester and/or at the time a student enrolls during the year if outside of the fall semester. New employees will be provided a copy of the policy upon hire.

J. REVIEW OF UNIVERSITY PREVENTION PROGRAM AND POLICY

Biennially, KCU shall review its Alcohol and Other Drugs Prevention Policy and Program to determine effectiveness and implement changes, if needed, and to ensure that the University's disciplinary sanctions are consistently enforced.

FOR MORE INFORMATION

For more information concerning this policy, contact Jessie James, KCU Director of Legal Affairs and Risk Management.

Jessie James

Director of Legal Affairs and Risk Management

816-654-7109

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