

**Subject:** Drug and alcohol abuse prevention

**Date:** Tuesday, January 31, 2023 at 5:42:59 PM Eastern Standard Time

**From:** UK Human Resources

**To:**



The University of Kentucky is committed to the safety, health and well-being of its students, faculty and staff. As part of that commitment, the university works to prevent drug and alcohol abuse among its community through a number of measures, including university policies and regulations, education and counseling and treatment resources.

As part of our efforts to ensure greater trust, transparency and accountability, and in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989, the university provides this notice to inform you of standards of conduct, sanctions, associated health risks and available counseling, treatment and prevention resources.

**Standards of Conduct**

By university regulations, federal law, 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 controlled substances 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
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.

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).

Lexington-Fayette Urban County Government ordinances 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 Resources 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 3 (drugs or alcoholic beverages).

University Drug and Alcohol Policies and Regulations:

- [Administration Regulation 6:4: Alcohol Policy](#)
- [Administrative Regulation II-1.1-11: Alcohol Abuse Policy and Procedures](#)
- [Human Resources Policy and Procedure 14: Alcohol Abuse](#)
- [Administration Regulation II-1.1-10: Drug Abuse Policy and Procedures](#)
- [Human Resources Policy and Procedure #13: Drug Abuse](#)
- [Code of Student Conduct](#)
- [Drug-Free Policy Statement](#)
- UKHC Policy# A09-005: Fitness for Duty Evaluations
- UKHC Policy# A08-025: Behavioral Standards in Patient Care

A job offer for [certain positions](#) is contingent on the successful completion of the pre-employment drug screen process. This includes:

1. All UK HealthCare employees regardless of their position type.
2. All regular employees (staff and faculty positions) hired within the colleges of Nursing, Public Health, Pharmacy, Medicine, Dentistry and Health Sciences.
3. All employees (regular and non-regular/temporary) hired in Medical Physical Plan (department #3CMXX).
4. All security officers hired into UKPD (department #3HL00).
5. All individuals seeking to be a hospital volunteer

## **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 of the [Drug-Free Policy Statement](#).

## **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 sanctions and remedies in accordance with its policies. The provisions of this section are also 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 of the [Drug-Free Policy Statement](#). Alcohol consumption causes a number of marked changes in

behavior. Even low doses can 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 increase the incidence of a variety of aggressive acts, including spousal and child abuse. Moderate to high doses of alcohol can cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses can 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. 6 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.

### **Counseling, Treatment, Rehabilitation and Training Resources**

#### **All UK community members**

- [UK Healthcare SMART Clinic](#): Comprehensive, innovative addiction treatment for alcohol and/or drug use disorders.
- [FindHelpNowKy.org](#): Near-real-time availability of treatment openings for substance use disorder facilities across Kentucky.
- [FindRecoveryHousingNowKY.org](#): Statewide recovery housing locator tool with near-real-time availability and an educational resources section.
- [Mental Health Screening Tool](#): Need help in determining whether you are experiencing symptoms of a mental health condition? Use this online screening tool from Mental Health America

#### **UK students**

- [Behavioral Health at University Health Service](#): Evaluation, brief crisis intervention and medication management for a variety of difficulties, including drug and alcohol abuse.
- [TRACS](#) (Triage, Referral, Assistance and Crisis Support): One-stop shop where students can find support services or receive direct clinical support for a range of mental health needs and crises. Open 8 a.m.-5 p.m. weekdays.
- [218-YouK](#): Helpline for student questions — no matter how big or small. Available 8:30 a.m.-5 p.m. weekdays.
- [Talkspace](#): Access mental health clinicians through this confidential and secure online text and video chat therapy platform. All currently enrolled UK students have access free of charge.
- [UK Counseling Center and After-Hours Support](#): Talk with a

mental health clinician after business hours or on the weekend, during holidays or during university closings by calling **859-257-8701** and select option #1.

- [Collegiate Recovery Community](#): No-cost support system to students who are working to improve their addictive behavior, who are curious about making changes, and those who are impacted by their friend or family member's addictive behavior.

### UK employees

- [Work + Life Connections](#): Counseling with a therapist – up to five in-person or virtual therapy sessions each year for employees or dependents at no cost. Specific to substance abuse, a therapist may:
  - Discuss substance use and offer support for those wanting to cut down on use without further intervention. A therapist may screen and/or assess individuals seeking therapy for substance or drug use on an individual level.
  - Perform a basic screening at intake that can lead to a more formalized screening tool and review with the client.
  - Refer to intensive outpatient programs, individual therapy with a drug/alcohol certified counselor, a 12-step program or other recovery programs.
- [LiveHealth Online](#): Virtual behavioral health sessions for UK employees and family members covered on a UK health insurance plan at no cost.
- Behavioral health in-person sessions as well as additional mental health and substance abuse services for UK employees and family members covered on a [UK health](#) insurance plan.

### Other resources

- [Family Handbook for Talking to College Students About Alcohol](#)



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