

# ALCOHOL & OTHER DRUGS BIENNIAL REVIEW

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**UNIVERSITY OF KENTUCKY**  
2022-2024 Academic Year

# Table of Contents

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2022-2024

**03** Introduction

---

**05** Alcohol and Other Drugs Prevalence Rate, Incidence Rate, and Trend Data

---

**08** University Drug and Alcohol Policies, Regulations, and Resources

---

**13** Programs

---

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

---

**19** Program Strengths and Weaknesses

---

**21** Program Goals

---

# Introduction

The 2024 Drug Free Schools and Communities Act biennial report covers the 2022-2023 and 2023-2024 academic years. The report is prepared to meet the requirements of the 1989 amendments to the Drug-Free Schools and Communities Act. As stated in Part 86, in order to comply with regulations an institution of higher education (IHE) must:

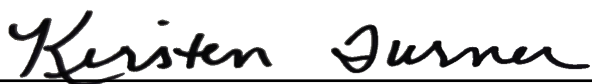
1. Annually notify each employee and student, in writing, of standards of conduct; a description of appropriate sanctions for violation of federal, state, and local law and campus policy; a description of health risks associated with alcohol and other drugs (AOD) use; and a description of available treatment programs.
2. Develop a sound method for distributing annual notification information to every student and employee member each year.
3. Prepare a biennial report on the effectiveness of its AOD programs and the consistency of sanction enforcement.

## Annual Policy Notification Process

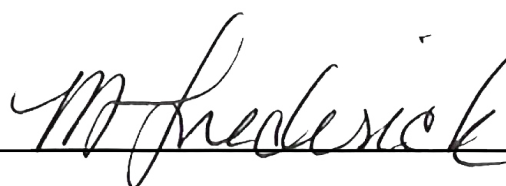
In compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities of 1989, the University of Kentucky provides annual notice to all students and employees. This notice is distributed via email from UK Human Resources (UKHR), to each employee and from the Office for Student Success to each student. The notice is also available to be viewed online at [www.uky.edu/disclosures](http://www.uky.edu/disclosures). The annual notice includes:

- Standards of conduct that clearly prohibit at a minimum, the unlawful possession, use or distribution of illicit alcohol and drugs by students and employees on its property or as part of any of its activities.
- A list of applicable legal sanctions under federal, state, or local laws for the unlawful possession or distribution of illicit drugs and alcohol. Applicable potential sanctions under the Code of Student Conduct are also included.
- A description of the health risks associated with the abuse of alcohol or use of illicit drugs.
- A list of counseling, treatment, rehabilitation and training resources available to all UK community members and a list of those specific to UK students and UK employees.
- A clear statement that the university will impose disciplinary sanctions on students and employees for violations of the standards of conduct and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution.

The most recent annual notification is included in Appendix A.



J. Kirsten Turner, Ph.D.  
Vice President for Student Success



Melissa Frederick, MBA  
Vice President for Human Resources

# Biennial Review Process

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This report was compiled by Kim Rufra, M.S., Director of POWER; Libby Hogan, MBA, Director of Student Conduct; Jody Ensman, M.S., HR Health and Wellness Manager; and Madeline Trudeau, M.A., Director of Assessment for Student Success.

## **Staff from the following departments contributed to this report:**

- Fraternity and Sorority Life Office
- Human Resources Benefits Office
- Human Resources Employee Relations Office
- Office of Student Conduct
- Prevention, Outreach, and Wellness Education Resources (POWER)
- Office of Residence Life
- Student Organizations and Activities Office
- University of Kentucky Police Department (UKPD)

## **In accordance with compliance guidelines, the biennial review has two objectives:**

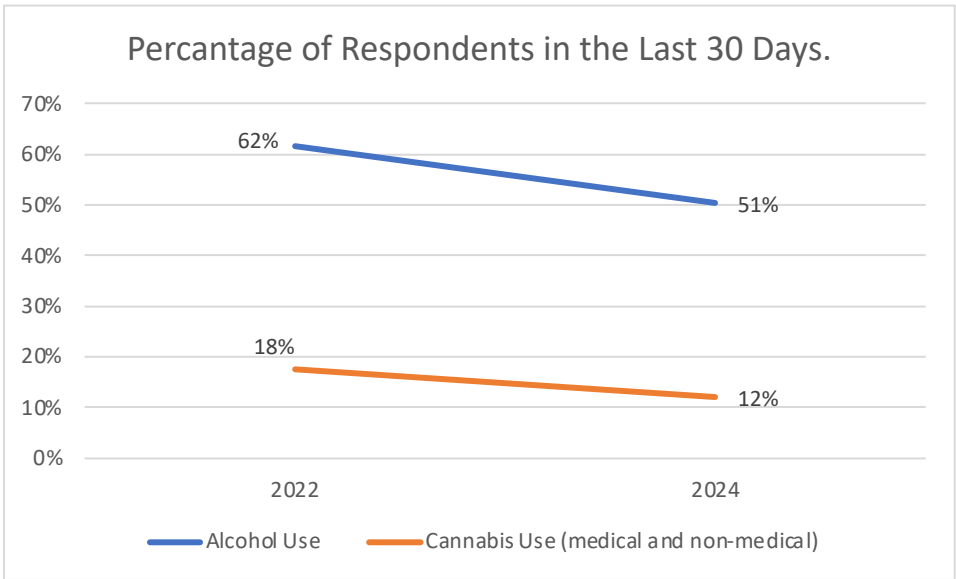
1. To determine the effectiveness of, and to implement any needed changes to, the AOD prevention program.
2. To ensure that campuses consistently enforce disciplinary sanctions for violating standards of conduct.



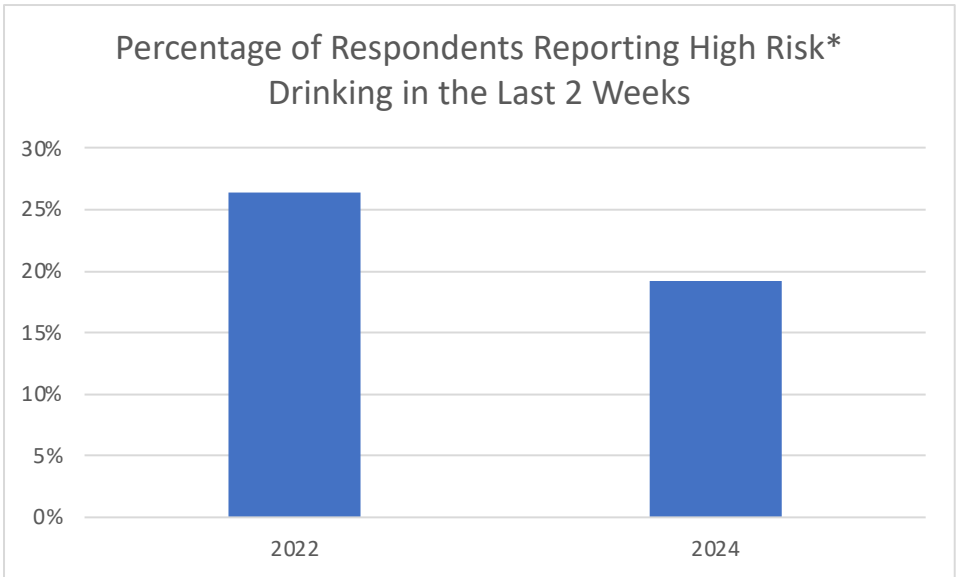
# Alcohol and Other Drugs Prevalence Rate, Incidence Rate, and Trend Data

## National College Health Assessment (NCHA-III)

During this biennial period, the university continued its implementation of the National College Health Assessment (NCHA-III) survey. The survey was distributed in Spring 2024 and in Spring 2022. The 2024 survey saw a significant decline in response rate with only about one third as many students completing the survey in 2024 as compared to 2022.



\* Relative to the date a student took the survey.



\* High risk drinking is defined as consuming five or more drinks in a sitting.

\*\* Relative to the date a student took the survey.

## Office of Student Conduct

The Office of Student Conduct typically considers the fall semester as July 1 of a calendar year through December 31 and the spring semester as January 1 through June 30. As such, the semesters for this report are defined as FA 2022 (07/01/2022-12/31/2022), SP 2023 (01/01/2023-6/30/2023), FA 2023 (07/01/2023-12/31/2023), and SP 2024 (01/01/2024-06/30/2024). This same definition was then used as data sourced from UKPD and UKHR. The date of reference used is the submitter-reported incident date.

The following table shows the number of cases, by charge, and where the student was found responsible. A list of charge definitions can be found in Section VI of the Code of Student Conduct (AR 4:10). This report was generated using a Maxient report by the Office of Student Conduct.

Charge	FA 2022	SP 2023	FA 2023	SP 2024
Misuse of Alcohol	31	28	37	24
Misuse of Drugs	3	8	7	4
Public Intoxication	18	14	10	5
Use/Possession Drug	27	24	12	17
Public Intox Drug	0	0	0	0
Paraphernalia Drugs	8	10	6	5
Use/Possession Alcohol	310	136	206	113
Public Intox Alcohol	28	17	8	2
Drinking Games	8	18	8	8
Paraphernalia Alcohol	38	16	40	23
Tobacco	7	2	3	3
<b>Total</b>	<b>409</b>	<b>211</b>	<b>298</b>	<b>174</b>

The following table shows the number of sanctions assigned to students in the corresponding semester. A list of sanction definitions can be found in Section VII of the Code of Student Conduct (AR 4:10). This report was generated using a Maxient report by the Office of Student Conduct.

Sanctions	FA 2022	SP 2023	FA 2023	SP 2024
eCHECKUP for Alcohol	282	98	196	114
Alcohol U Workshop	14	14	9	7
BASICS	16	8	3	2
eCHECKUP for Cannabis	27	23	17	13
CASICS	2	2	0	4
eCHECKUP for Tobacco	1	2	1	4



## University of Kentucky Police Department

With the assistance of UKPD, the following statistics were determined using the UKPD Crime Log (<https://crimelog.uky.edu/>). For consistency, the same semester dates for FA22, SP23, FA 23, and SP 24, as defined by the Office of Student Conduct, were used here. It is important to note that incidents reported to UKPD may involve members who are not students and employees. Crimes are recorded on the crime log that occur on campus, in or on non-campus buildings or property, on public property within the campus or immediately adjacent to and accessible from campus, and within the patrol jurisdiction of UKPD. This includes the UK Healthcare system.

Charge	FA 2022	SP 2023	FA 2023	SP 2024
Alcohol Intoxication	102	55	90	62
Drug Violations	147	177	157	164
DUI	38	29	23	32
Public Intoxication	7	6	4	3
Liquor Law Violation	126	71	105	66
<b>Total</b>	<b>420</b>	<b>338</b>	<b>379</b>	<b>327</b>

Per the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998 and the Kentucky Postsecondary Education Campus Security (Minger) Act of 2000, UKPD produces an [Annual Safety & Security Report](#).

## UK HR Employee Relations Data

The following table shows the number of employee terminations relative to employee alcohol and drug use. Although the university tracks suspensions, suspensions related to alcohol and drug are not captured.

Charge	FA 2022	SP 2023	FA 2023	SP 2024
Alcohol Abuse Termination	0	0	1	2
Drug Termination	0	0	0	1
Alcohol and Drug Termination	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>

**NOTE:** This information is pulled from internal working document(s). This information is not indicative and/or cumulative for university numbers regarding termination relative to drug and/or alcohol abuse as it is not the permanent record for the university.

# University Drug and Alcohol Policies, Regulations, and Resources

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## Standards of Conduct

By federal, state, university regulations and, in some instances, by local ordinance, students and employees 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 and employees must abide by state laws about 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.

### **Regardless of 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 (drugs or alcoholic beverages) that may impair one's driving ability. Lexington-Fayette Urban County Government ordinances parallel state law.

Any member of the university, including students and employees, 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.

## **Administrative Regulation 6:4: Alcohol Policy**

The university alcoholic beverage policy is consistent with the laws of the Commonwealth of Kentucky, which, in general, prohibit the possession, consumption, and serving of alcoholic beverages by and to persons less than twenty-one (21) years of age. The university expects its students and employees to be acquainted with and abide by state laws and university regulations regarding alcohol and drugs and to be aware of the social, physiological, and psychological consequences of excessive drinking to make responsible and informed decisions about the serving and consumption of alcohol. To support adherence with relevant laws and policies and to demonstrate our commitment to the success of the community, regular programming on alcohol and drug risk reduction and counseling services are available to members of the UK community.

The university does not permit alcoholic beverages in classrooms, laboratories, offices, the undergraduate sections of university apartments or in the individual rooms of residence halls and fraternity and sorority houses. However, policy dictates that alcohol can be consumed in common areas of residence halls and fraternity/sorority houses during registered student organization-sponsored events that meet certain requirements (e.g., security, third-party server, number of guests of legal age to drink, etc.). The university permits alcoholic beverages in graduate student apartments and houses, married student housing, and non-student residential housing, provided such use does not violate any law or University regulation. Alcoholic beverages are also permitted in University facilities for private events with permission of the Executive Vice President for Finance and Administration, provided such use does not violate any law or university regulation.

The full text of the university's Alcohol Policy (Administrative Regulation 6:4) can be found [here](#).

## **Administrative Regulation II-1.1-11: Alcohol Abuse Policy and Procedures**

The university is committed to providing a healthy and safe workplace for its employees. The problem of alcohol abuse constitutes a growing national crisis; therefore, the university has this alcohol abuse policy.

- A.** Conduct which is a violation of this policy poses unacceptable risk and disregard for the health, safety and welfare of co-workers, students and the total university community.
1. Alcohol abuse, or being under the influence or the unauthorized use or consumption of alcohol on University of Kentucky property or while on university business, is prohibited and is subject to disciplinary action up to and including suspension and/or termination.
  2. Reporting to work under the influence of alcohol is prohibited and is subject to disciplinary action, up to and including suspension and/or termination.

The full text of the university's alcohol abuse policy and procedures (Administrative Regulation II-1.1-11) can be found [here](#).

## **Human Resources Policy and Procedure 14: Alcohol Abuse**

The University of Kentucky is committed to providing a healthy, safe and alcohol-free workplace for its employees. Human Resources Policy and Procedure 14: Alcohol Abuse details the specifically defined standards of conduct, disciplinary procedures, and the appropriate sanctions for both employee and student employees of the university.

The full text of Human Resources Policy and Procedure 14: Alcohol Abuse can be found [here](#).





## **Administrative Regulation II-1.1-10: Drug Abuse Policy and Procedures**

The University of Kentucky is committed to providing a healthy and safe workplace for its most valuable resource – its employees. Conduct which is a violation of this policy poses unacceptable risk and disregard for the health, safety, and welfare of co-workers, students, and the total university community.

- A.** The unlawful possession, use, dispensation, distribution or manufacture of controlled substances by employees, while on University of Kentucky property and/or on University of Kentucky business, is prohibited.
- B.** Any employee who engages in the unlawful possession, use, dispensation, distribution, or manufacture of controlled substances, while on University of Kentucky property and/or on University of Kentucky business or who is convicted of a criminal drug statute violation which occurred in the workplace or while on university property is subject to disciplinary action, up to and including suspension and/or discharge.
- C.** The legal use of prescribed medicines under the direction of a licensed physician is permitted. Employees in selected positions, designated by the University of Kentucky, are required to make such use known to an appropriate University of Kentucky representative (see departmental standard operating procedures). An employee using prescribed medicines should consult with a physician concerning the safe use of the drug during working hours.

The full text of the university's drug abuse policy and procedures (Administrative Regulation II-1.1-10) can be found [here](#).

## **Human Resources Policy and Procedure #13: Drug Abuse**

The University of Kentucky is committed to providing a healthy and safe workplace for its employees. Conduct that is a violation of this policy poses unacceptable risk and disregard for the health, safety and welfare of co-workers, students and the total university community. Human Resources Policy and Procedure #13: Drug Abuse details the specifically defined standards of conduct, disciplinary procedures, and the appropriate sanctions for employees, including student employees, of the university.

The full text of Human Resources Policy and Procedure #13: Drug Abuse can be found [here](#).





## Code of Student Conduct

The UK Code of Student Conduct (Administrative Regulation 4:10) affirms the rights and responsibilities of students as part of the UK community and outlines student behavioral standards. AR 4:10 provides expectations for behavior both on and off campus, states student rights, outlines the process for non-academic student conduct procedures, and details the possible restorative actions for students and/or student organizations found responsible for a violation of the Code. It also contains the amnesty policy allowing students who experience an alcohol or drug related medical emergency and those who seek emergency assistance on students' behalf to not be charged or sanctioned for violations of the drug or alcohol-related policies. To be eligible for amnesty, the students experiencing an alcohol or drug related medication emergency must meet with a conduct officer and complete the agreed-upon educational intervention.

The full text of the Code of Student Conduct can be found [here](#).

## Drug-Free Policy Statement

The university is committed to providing a healthy and safe environment for its students and employees. The university has defined conduct concerning the unlawful possession, use, dispensation, distribution or manufacture of alcohol or illicit drugs. Conduct that violates 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 and employees that it is in compliance with and shall remain in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989. This notice informs students and employees of the standards of conduct which shall be applicable while on university property, on university business, and/or at university-sponsored activities.

The full text of the university's drug-free policy statement can be found at [here](#).

## **UKHC Policy #A09-005: Fitness for Duty Evaluations**

Impaired workers pose unnecessary and unacceptable safety and health risks to themselves and to those with whom they work. Impairment also poses a threat to the wellbeing of UK HealthCare patients and visitors. This policy has been developed to promote a safe working environment for all UK HealthCare members, to provide patients with quality patient care and related services, and to assist UK HealthCare members in receiving appropriate counseling, referral, and treatment for alcohol and drug abuse and other problems that may adversely affect satisfactory job performance. All UK HealthCare members shall be alert to and promptly report UK HealthCare members who may be reasonably suspected to be impaired.

This policy supplements but does not override [Administrative Regulation II-1.1-10, Drug Abuse Policy and Procedures](#), the Behavioral Standards in Patient Care, [the UK HealthCare Medical Staff Bylaws](#), Policy A09-030, Impaired Practitioner, the GME Policy and Procedures, [AR 4:10, Code of Student Conduct](#), [Human Resources Policy and Procedures](#), and any other university regulation, policy, procedure or code that provides corrective action guidelines for UK HealthCare member absenteeism, unavailability for work, and/or inability to perform assigned duties.

## **UKHC Policy #A08-025: Behavioral Standards in Patient Care**

The University of Kentucky Board of Trustees and the University Health Care Committee have approved and enacted the Behavioral Standards in Patient Care Commitments to Performance. These Standards and Commitments apply to all individuals who come into contact with patients of UK HealthCare or participate in UK HealthCare activities associated with patient care, irrespective of location. In addition, in an effort to foster a cohesive work culture focused on patient-centered care, UK HealthCare (UKHC), the College of Medicine (COM), and Eastern State Hospital (ESH) have developed and are committed to the following five core values to help guide actions, behaviors and decision-making. The core values were developed to complement the Standards and Commitments to help shape a culture and build a stronger foundation for how employees, residents, fellows, and medical staff treat patients and each other.



# Programs

## Prevention, Outreach, and Wellness Education Resources

Prevention, Outreach, and Wellness Education Resources (POWER), a unit within the Office for Student Success, leads and collaborates on most of the student-focused efforts surrounding alcohol and drug education. Utilizing the Strategic Prevention Framework with a focus on primary prevention, POWER's current services and efforts are outlined below.

### AlcoholEdu for College

Before arrival, all incoming students and transfer students under the age of 21 years are required to complete the online education alcohol and other substances prevention and intervention tool referred to as Vector Solutions AlcoholEdu. Those who fail to complete AlcoholEdu have a hold placed on their academic account, restricting them from enrolling in classes the following this semester incentives students to complete the training leading to a high completion rate and the opportunity to provide valuable information to students throughout their transition to college. During the 2023-2024 academic year, 6,335 students completed the required AlcoholEdu for Colleges surveys. These students demonstrated a 20% increase in their alcohol-related knowledge and skills for healthier behavior from the pre-course to the post-course survey. In the post-course survey, 79% of respondents indicated that AlcoholEdu for College helped them establish a plan to make responsible decisions about drinking, 80% reported feeling prepared to help someone who may have alcohol poisoning, and 77% felt equipped to prevent alcohol overdose.

### The Learning Bar

The Learning Bar is a hands-on, interactive educational experience for students set in a location that looks and feels like a real bar. Sessions utilize auditory, visual, and kinesthetic learning techniques to increase knowledge, skills, and resources. Students participating in sessions at the Learning Bar include Fraternity and Sorority Life, UK101 orientation courses, Resident Advisor teams, and the general population at the University of Kentucky. During the 2022-2023 and 2023-2024 academic years, 3,539 students attended a session at the Learning Bar and completed a post-evaluation measuring knowledge increase, resource acquisition, and behavioral intent. An additional 1,411 students attended mocktail or similar-themed special events.

#### Learning Bar topics include, but are not limited to:

- Signs of alcohol poisoning
- Putting someone with alcohol poisoning in the recovery position
- The expectancy effect
- Ways to reduce risk/manage blood alcohol level when drinking
- UK's amnesty policy and Kentucky's amnesty laws
- What constitutes a standard drink
- Transportation and safety resources and communication tools provided the university

### Invest in Yourself

During the 2022-2023 and 2023-2024 academic years, POWER coordinated the Invest in Yourself Challenge. More than 300 students participated in this program to enhance their wellbeing over 30 days by engaging in education, action items, and encouragement across six areas: substances, body image, gratitude and mindfulness, academics, belonging, and physical well-being. .

### ScreenU

During the 2022-2023 and 2023-2024 academic years, POWER implemented ScreenU, a best practice platform for screening, brief intervention, and referral to treatment for college students. This platform provided personalized feedback and resources regarding alcohol and cannabis use to 4,321 and 2,104 students, respectively.

## **Safe Rx**

During the 2022-2023 and 2023-2024 academic years, POWER distributed 850 Safe Rx locking prescription bottles to students to help keep prescription medicines safe and secure on campus. These bottles were intended to deter other students from pilfering medications. POWER also provided students with general information on being responsible stewards of their medications, emphasizing the importance of protecting themselves and their friends.

## **Cannabis**

During the 2022-2023 and 2023-2024 academic years, POWER developed and distributed educational materials on cannabis. POWER also made the T-Break guide available to students, which provides a 21-day cannabis cessation plan in both hard copy and electronic versions.

## **Spring Break**

During the 2022-2023 and 2023-2024 academic years, POWER focused on this high-risk time for students by publishing an article in a newsletter distributed to students and employees. They also created and distributed spring break safety educational materials and hosted a pre-spring break mocktail event, where spring break safety tips for alcohol, including the topic of environmental tolerance, were discussed.

## **Motivational Interviewing and BASICS**

During the 2022-2023 and 2023-2024 academic years, in partnership with other Kentucky universities and in collaboration with the newly formed Kentucky Coalition for Responsible Alcohol and Substance Misuse, POWER offered trainings in Motivational Interviewing and Brief Alcohol Screening and Intervention for College Students for staff.

## **Active Bystander Presentation**

During the 2022-2023 and 2023-2024 academic years, POWER provided active bystander training content for UK 101, an academic orientation course. This lesson covered signs of alcohol poisoning, UK's amnesty policy, and the recovery position.

## **Human Resources Alcohol Presentation**

During the 2023-2024 academic year, POWER gave a presentation to employees with children about alcohol's impact and effective parenting strategies to prevent alcohol use.

## **Collegiate Recovery Community**

The Collegiate Recovery Community (CRC) offers a no-cost support system for students aiming to address their addictive behavior, those curious about making changes, and individuals impacted by the addictive behavior of friends or family members. The program connects students with campus resources, provides individualized recovery coaching, hosts SMART recovery meetings, and fosters a community of students striving for well-being.

During the 2022-2023 academic year, the CRC held weekly SMART meetings with an average attendance of 3-5 students. In addition to recovery meetings, the CRC coordinator, in collaboration with a local community organization, organized and conducted naloxone administration training for over 200 students.

Due to a staffing vacancy during the 2023-2024 academic year, weekly recovery meetings were scheduled on a drop-in basis. Despite this challenge, the CRC hosted two small-scale sober tailgate events with a combined attendance of approximately 50 people and conducted three naloxone training courses for over 50 students.



## Large-scale Events

During the 2022-2023 and 2023-2024 academic years, POWER hosted events such as Wellapalooza, Spring Break Bash, Recharge with POWER, and Fresh Check Day. These events aimed to increase awareness of student well-being resources by addressing the social, emotional, and accessibility barriers students may experience when addressing a particular wellness dimension. All resources were gathered in a central campus location, allowing students to engage with content experts and have their questions concerning well-being answered. Each of these events was offered once over the course of the two academic years, resulting in a total of four times each, with an average attendance of over 350 students at each event.

## Student Tailgate Pilot

In Fall 2023, the Student Tailgate Pilot Program, which focused on harm reduction and safety, was launched with two events – the "Saturday Kickoff Tailgate" with approximately 350 participants and a watch party at Kentucky Proud Park with 200 attendees. These events provided a fun, student-centered experience, featuring inflatables, music, yard games, and food. Key prevention measures implemented included restrictions on alcohol sales, such as pricing and quantity limits, controlled entry points, free transportation options, trained servers, and an age verification system using wristbands. The pilot was led by POWER in partnership with the Student Government Association and supported by various campus partners, including Student Organizations and Activities, Campus Recreation, Athletics, and Public Relations and Marketing. Additionally, the program offered an alcohol-free zone with the same amenities as other areas.

## Fraternity and Sorority Life

POWER staff facilitated AOD Training, focusing on the effects of alcohol for new fraternity and sorority members. This training equips students with the necessary information to make informed decisions about alcohol and other drugs. The program discusses physical impacts on the body, risk reduction skills, bystander intervention tactics, and an understanding of the university's amnesty policy. During the 2022-2023 and 2023-2024 academic years, 3,740 Fraternity and Sorority Life (FSL) students attended AOD Training.



## Residence Life Collaborations

In 2023-2024, Mocktoberfest was an event attended by more than 600 students that focused on alcohol risk and harm reduction. It aimed to provide students with information to make informed decisions about alcohol use, promote awareness about the dangers of excessive consumption, and offer strategies for responsible behavior.

In 2023-2024, 30 Days to Recharge was a well-being improvement program that involved more than 300 students and educated them on substance use safety, harm reduction strategies, and resources to help them improve their health and manage stress effectively.

## Distribution of a Family Handbook for Talking with College Students about Alcohol

Written by Dr. Rob Turrisi, a professor of biobehavioral health at Penn State University, A Family Handbook for Talking with College Students about Alcohol covers the significant impact alcohol and drug use can have on a college student's life, provides information for resources on campus, and gives guidance on having conversations with students. The handbook is listed as a model prevention resource in the National Institute on Alcohol Abuse and Alcoholism College Alcohol Intervention Matrix and in the U.S. Surgeon General's Report as meeting rigorous criteria to be considered "efficacious". Accordingly, it is used by colleges and universities around the country. The handbook is available [online](#), and print copies are distributed at the University of Kentucky to families of incoming undergraduate students in their welcome bags at summer orientations. Over the summer prior to the 2022-2023 academic year, 4,000 copies of the handbook were printed, and the following year, 4,800 were printed and distributed. Families are briefly educated about the handbook as part of a family orientation presentation.

## Naloxone Training

With the support of community partners, POWER distributes naloxone and provides overdose response training. Additionally, all UKPD officers have been trained to administer naloxone, and carry it either on their duty belt or in the police vehicle. Naloxone boxes have been installed in buildings on campus where an AED is located. In 2023 a naloxone training video was distributed campus wide and trainings are offered for UK community members.



## Student Organizations and Activities

The Office of Student Organizations and Activities, a unit within the Office for Student Success, works with UK's registered student organizations (including sponsored student organizations) and offers training and programs related to alcohol and other drug education and prevention efforts. Required trainings for student organizations officers, equip them with policy awareness, including those related to drug and alcohol policies. One officer of every student organization is required to take the four-part student organization training and pass requisite quizzes. In the 2023-2024 academic year, the training included a policy training that references the UK Code of Student Conduct, Alcohol Policy and Tobacco Policy. There is a short assessment students must pass to meet this requirement.

Alcohol event monitor trainings and risk reduction meetings are also required for registered student organization events that will have alcohol present. These events are tagged by the Office of University Events to meet additional risk reduction requirements per the Dean of Students Student Organization Events policy. To meet this requirement, student organizations must meet with Student Organizations and Activities staff for a risk reduction meeting and meet the alcohol event monitor requirement. The alcohol event monitor requirements state that events must have one student event monitor for every 25 attendees and individuals must watch the Alcohol Event Monitor training and pass the corresponding quiz. Goals of the Alcohol Event Monitor Training include: examining the responsibilities of being an event monitor, reviewing conflict management and the Bystander Intervention model, instructing on responding to crisis situations, and informing on the university Alcohol Policy, including amnesty for students who proactively seek medical help for themselves or others, and required reporting.

Registered student organization advisors also were presented information on the University Alcohol and Tobacco policy, reporting and resources for supporting students in optional advisor trainings offered each semester.

The Student Government Association, one of the sponsored organizations supported by the Office of Student Organizations and Activities, offers the [Kentucky Wildcab Vouchers program](#) in conjunction with UK Transportation Services. This program is a late-night, on-demand student transportation partnership with Uber, offering students a voucher for discounted Uber rides. This service is primarily designed to provide a ride home to students and their guests while promoting responsible and safe late-night transportation decisions. Wildcab Vouchers are funded by the Student Transportation Fee and operated by Uber drivers employed by Uber. During the 2022-2023 and 2023-2024 academic years, the Wildcab program had 13,168 completed rides.



# Counseling, Treatment, Rehabilitation, and Training Resources

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The University of Kentucky provides a wide variety of resources to all UK community members as well as those specific to students and employees. The following resources are included in the annual notice as well.

All UK community members have access to online resources to [find treatment options](#) and [recovery housing](#) as well as a mental health screening tool provided by [Mental Health America](#). Additionally, UK Healthcare's [SMART Clinic](#) provides comprehensive, innovative addiction treatment for alcohol and/or drug use disorders.

Beyond the resources already included in this report, UK students have access to [218-YouK](#), a student helpline that is operational during regular business hours. Mental health support is available through [University Health Service's Behavioral Health Clinic](#), [TRACS](#), the [UK Counseling Center](#), and the [Talkspace app](#).

UKHR maintains an online substance use [resource page for employees](#). Employees have access to behavioral health in-person sessions as well as additional mental health and substance abuse services for them and family members covered on a UK health insurance plan. UKHR Health and Wellness offers counseling with a therapist for 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 decrease without further intervention. A therapist may screen and/or assess individuals seeking therapy for substance or drug use on an individual level. Following a screening, a therapist may refer to intensive outpatient programs, individual therapy with a drug/alcohol certified counselor, a 12-step program or other recovery programs. UK employees also have access to [LiveHealth Online](#), which offers virtual behavioral health sessions for employees and family members covered on a UK health insurance plan at no cost.







# Program Strengths

<b>Campus Partners</b>	UK has many departments and units that recognize the importance of AOD prevention and education. They actively collaborate with POWER and similar organizations to promote AOD prevention and education efforts across campus.
<b>Programming &amp; Events</b>	Many units and staff, such as those in POWER, Residence Life, and Fraternity and Sorority Life demonstrate a strong passion for AOD work by designing creative and engaging programming for students. A standout program example for POWER is The Learning Bar, whose innovative, hands-on approach and widespread impact have made it a cornerstone and model of practice for UK's alcohol education prevention programs.
<b>Amnesty Policy</b>	In June 2023, UK's amnesty policy was expanded to include the student experiencing an AOD-related medical emergency. The amnesty policy decreases barriers to help-seeking. Students who experience an AOD-related medical emergency meet with a conduct officer for support and to discuss an educational intervention tailored to the student's specific needs. Significant resources went into educating the community on this important policy change, and students are reporting reduced barriers to accessing help for themselves or others due to alcohol or drug use.
<b>Resources &amp; Trainings</b>	<p>As noted throughout this report, UK has robust resources for both students and employees. Many offices across campus offer a variety of services and programs to members of the community.</p> <p>UK students and employees have access to naloxone overdose response training, and student organization officers participate in required trainings to build policy awareness related to the UK Code of Student Conduct as well as alcohol and tobacco policies.</p>

# Program Weaknesses

<b>Wider Community</b>	Like many other institutions, UK grapples with how best to support and hold accountable students living in areas adjacent to campus but outside the jurisdiction of UKPD. Students patronize local establishments or host events outside the university's purview. The university works with local law enforcement and business owners but is consistently working to better provide support and accountability to students for behavior occurring in the local community.
<b>Inconsistent Event/ Program Data</b>	Additional coordination is needed to ensure consistent collection and reporting of data related to AOD education efforts.
<b>Employee Policy Awareness</b>	HR policies related to alcohol and drug abuse are not covered extensively in employee orientations.





# Program Goals

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## Previous Goals

### **Establish a central office dedicated to wellness education and prevention**

Prevention, Outreach, and Wellness Education Resources (POWER) was established as a standalone office in spring 2022 and is the primary resource on campus for students and the campus community to seek out education and resources related to prevention on campus. While still a relatively young unit, POWER continues to work to bring a strategic holistic lens to efforts on campus. Bringing prevention efforts together in one office was a significant accomplishment.

### **Implement the revised Code of Student Conduct with an expanded amnesty policy**

An updated Code of Student Conduct was approved by the Board of Trustees in June 2023 and rolled out for the 2023-2024 academic year featuring an expanded amnesty policy. A robust information-sharing campaign was done to raise awareness campus-wide of the updated policy and information on reporting.

### **Enhance data collection**

Progress is being made, and enhanced data collection is a continued area of focus for the UK campus.

### **Improve awareness of employee policies and resources**

The UK staff handbook references HR Policies (including HR Policy #13 Drug Abuse and #14 Alcohol Abuse) and various programs that can assist employees, and new employees are required to sign a New Employee Orientation Staff Handbook Acknowledgment. All new hires who complete I-9 forms in person are asked to sign off on the Drug-free Policy Certification form. Currently, HR is working to add the policies to the online staff handbook located on the HR webpage.



# Goals for the Next Biennium

## **Develop a comprehensive AOD prevention program**

While The Learning Bar is an innovative and impactful initiative, it is not sufficient on its own. With the help of campus partners, POWER will develop a more comprehensive approach to AOD education that focuses on alcohol prevention, risk reduction, education, and support, while also evaluating campus needs regarding other drug education and prevention.

## **Focus on hazing and high-risk drinking**

Recognizing the link between hazing and high-risk drinking, University of Kentucky is seeking to reimagine its prevention practices and support focused on these issues. Over the next three years, UK is working with the Timothy J. Piazza Center for Fraternity and Sorority Research on the What Works for Fraternity and Sorority Success and Safety Study. Partnering with POWER, the UK Fraternity and Sorority Life staff will work with experts in the field to implement new programming and prevention initiatives on campus. Recognizing that hazing occurs in other student populations beyond fraternity and sorority members, lessons learned from this work will be applied to the larger campus community where appropriate.

## **Enhance data collection**

As noted in this report, progress has been made and will continue as UK works to implement consistent data collection and reporting methods that focus on the effectiveness of programs and services, particularly educational services.

## **Employee policy awareness**

UKHR will explore the possibility of incorporating HR Policy #13 Drug Abuse and #14 Alcohol Abuse and related resources into new employee orientations. Additional education is needed related to the risks associated with alcohol and drug misuse.





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