
Policy Statement
as a

Drug-Free Institution

August 2022

Drug-Free Institution

The University of Kentucky is committed to providing a healthy and safe environment for its students, faculty, and staff. The University has defined conduct in relation to the unlawful possession, use, dispensation, distribution, or manufacture of alcohol or illicit drugs. Conduct that is violative of this definition poses unacceptable risks and disregard for the health, safety, and welfare of members of the University community and shall result in disciplinary action up to and including suspension or termination.

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

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Standards of Conduct

By University regulations, by federal law, by state law, and, in some instances, by local ordinance, students, faculty, and staff are prohibited from the unlawful possession, use, dispensation, distribution, or manufacture of 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, or
- (3) use a fake ID in an attempt to purchase alcoholic beverages.

No matter what one's age, Kentucky law states that it is unlawful to:

- (1) procure any alcoholic beverages for anyone under the age of 21 or
- (2) drink or 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.

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

(drugs or alcoholic beverages).

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 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 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 to this policy.

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.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and intellectual disabilities. In addition, research indicates that children of alcoholic parents are at greater risk of becoming alcoholics than other youngsters.

Training and Counseling Resources

The University makes continuous efforts to make students, faculty, and staff aware of the on-campus and off-campus programs that provide information and professional services on matters related to the abuse of alcohol and drugs.

The Kernel regularly publishes lists of sources for information and counseling for students. Students are encouraged to contact the Dean of Students and/or the Office of Residence Life for information and appropriate referral.

Counseling is provided by such areas as University Health Services (UHS); the Counseling Center; Educational, School, and Counseling Psychology; the UK College of Medicine Office of Medical Education-Wellness; and On-Call Counselors (OCCs) are available in the residence halls system.

For faculty and staff, Human Resources' Work-Life and Well-Being website provides information as to resources specifically available to employees.

Other counseling, treatment, and rehabilitation services are available in the Lexington community as well as communities throughout the state in which College of Agriculture, Food and Environment (CAFE) employees are located.

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- New Vista offers both counseling and treatment. 859-253-1686
(Visit <https://newvista.org/> for locations and contact information.)
 - In the Lexington area, the number for Alcoholics Anonymous (AA) is 859-559-5368. (Visit www.aa.org for other locations.)
 - The Chrysalis House Inc. offers long term, halfway house residential treatment for recovering chemically dependent women. 859-977-2501
(<https://www.chrysalishouse.org/>)
 - University of Kentucky Family Center. 859-257-7755

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 Success and the Vice President and Chief Human Resources Officer.

Annual Review Policy – The Vice President for Student Success and the Vice President and Chief Human Resources Officer shall review and interpret policies and procedures relevant to this policy statement. These two administrators shall jointly be responsible for maintaining records of the annual review of the policy statement.

Appendix A

Federal Trafficking Penalties Schedules I, II, III, IV and V (except Marijuana)

CSA	PENALTY		Drug (SCHEDULE)	Quantity	PENALTY	
	1st Offense	2nd Offense			1st Offense	2nd Offense
I	Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 years or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	Not less than 10 years, and not more than life.	COCAINE (II)	500-4,999 gms mixture	5 kgs or more mixture	Not less than 15 years, and not more than life. If death or serious injury, life imprisonment.
		and	If death or serious injury, life imprisonment.	COCAINE BASE (II)	280 gms or more mixture	280 gms or more mixture
II	Fine of not more than \$8 million if an individual, \$50 million if not an individual.		FENTANYL (II)	40-399 gms mixture	400 gms or more mixture	2 or More Prior Offenses: Not less than 25 years. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
		FENTANYL ANALOGUE (I)	10-99 gms mixture	100 gms or more mixture	Fine of not more than \$10 million if an individual, \$50 million if not an individual.	
IV	Not more than 20 years. If death or serious bodily injury, not less than 30 years. Fine of not more than \$10 million if an individual, \$10 million if not an individual.	HEROIN (I)	HEROIN (I)	1 kg or more mixture		1 kg or more mixture
		LSD (I)	LSD (I)	10 gms or more mixture	10 gms or more mixture	
		METHAMPHETAMINE (II)	METHAMPHETAMINE (II)	50 gms or more pure or 500 gms or more mixture	50 gms or more pure or 500 gms or more mixture	
		PCP (II)	PCP (II)	100 gms or more pure or 1 kg or more mixture	100 gms or more pure or 1 kg or more mixture	
III	Not more than 10 years. If death or serious bodily injury, not more than 30 years. Fine of not more than \$1 million if an individual, \$2.5 million if not an individual.	Any	Any	1 gm or more	Any	Not more than 20 years. If death or serious injury, not more than 30 years. Fine of not more than \$1 million if an individual, \$5 million if not an individual.
IV	Not more than 5 years. Fine of not more than \$250,000 if an individual, \$1 million if not an individual.	Any	Any	Less than 1 gm	Any	Not more than 10 years. Fine of not more than \$500,000 if an individual, \$2 million if not an individual.
V	Not more than 1 year. Fine of not more than \$100,000 if an individual, \$250,000 if not an individual.	Any	Any	Any	Any	Not more than 4 years. Fine of not more than \$200,000 if an individual, \$500,000 if not an individual.

Federal Trafficking Penalties – Marijuana (Schedule I)

As of December 21, 2018

Description	Quantity	First Offense	Second Offense
Marijuana mixture containing detectable quantity*	1,000 kg or more mixture or 1,000 or more plants	Not less than 10 years, or more than life. If death or serious bodily injury, not less than 20 years, or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.	If any person commits such a violation after a prior conviction for a serious drug felony or serious violent felony has become final: Not less than 15 years, or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Marijuana mixture containing detectable quantity*	100 kg to 999 kg mixture or 100 to 999 plants	Not less than 5 years, or more than 40 years. If death or serious bodily injury, not less than 20 years, or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	Not less than 10 years, or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
Marijuana	50 to 99 kg mixture or 50 to 99 plants	Not more than 20 years. If death or serious bodily injury, not less than 20 years, or more than life. Fine of not more than \$1 million if an individual, \$5 million if not an individual.	Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine of not more than \$2 million if an individual, \$10 million if not an individual.
Hashish	more than 10 kg		
Hashish Oil	more than 1 kg		
Marijuana	less than 50 kg or 1 to 49 plants	Not more than 5 years. Fine of not more than \$250,000 if an individual, \$1 million if not an individual.	Not more than 10 years. Fine not of more than \$500,000 if an individual, \$2 million if not an individual.
Hashish	10 kg or less		
Hashish Oil	1 kg or less		

Appendix B

Controlled Substances—Uses & Effects

CSA SCHEDULES	DRUGS	COMMON OR STREET NAMES	MEDICAL USES	DEPENDENCE	USUAL METHODS OF ADMINISTRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE
		Physical/ Psychological					
	NARCOTICS						
	Fentanyl	Apache, China Girl, China Town, Dance Fever, Friend, Goodfellas, Great Bear, He-Man, Jackpot, King Ivory, Murder 8, and Tango & Cash	Analgesic and Anesthetic	High/High	Injected, smoked, sniffed, snorted, oral, spiked onto blotter paper	Relaxation, euphoria, pain relief, sedation, confusion, drowsiness, dizziness, nausea, vomiting, urinary retention, pupillary constriction, and respiratory depression	Changes in pupillary size, cold and clammy skin, cyanosis, coma, and respiratory failure leading to death
	Heroin	Big H, Black Tar, Chiva, Hell Dust, Horse, Negra, Smack, and Thunder	None	High/High	Injected, smoked, sniffed, snorted	Surge of euphoria or "rush," followed by a twilight state of sleep and wakefulness; Drowsiness, respiratory depression, constricted pupils, nausea, a warm flushing of the skin, dry mouth, and heavy extremities	Slow and shallow breathing, blue lips and fingernails, clammy skin, convulsions, coma, and possible death
	Hydromorphone	D, Dilies, Dust, Footballs, Juice, and Smack	Analgesic	High/High	Oral, injected	Produces feelings of euphoria, relaxation, sedation, reduced anxiety, mental clouding, changes in mood, nervousness, restlessness; constipation, pupillary constriction, urinary retention, nausea, vomiting, respiratory depression, dizziness, impaired coordination, loss of appetite, rash, slow or rapid heartbeat, and changes in blood pressure	Severe respiratory depression, drowsiness progressing to stupor or coma, lack of skeletal muscle tone, cold and clammy skin, constricted pupils, and reduction in blood pressure and heart rate
	Methadone	Amidone, Chocolate Chip Cookies, Fizzies, Maria, Pastora, Salvia, Street Methadone, and Wafer	Analgesic	High/High	Oral, injected	Psychological dependence; sweating, itchy skin, or sleepiness	Slow and shallow breathing, blue fingernails and lips, stomach spasms, clammy skin, convulsions, weak pulse, coma, possible death
	Morphine	Dreamer, Emsel, First Line, God's Drug, Hows, MS, Mister Blue, Morf, Morpho, and Unkie	Analgesic	High/High	Oral, injected	Euphoria, pain relief; decrease in hunger, and inhibition of the cough reflex	Cold and clammy skin, lowered blood pressure, sleepiness, slowed breathing, slow pulse rate, coma, and possible death
	Opium	Aunt Emma, Big O, Black Pill, Chandoo/Chandu, Chinese Molasses, Chinese Tobacco, and Toys	Analgesic	High/High	Oral, injected, smoked	Euphoric rush, followed by relaxation and pain relief; constipation, dry mouth and mucous membranes	Slow breathing, seizures, dizziness, weakness, loss of consciousness, coma, and possible death
	Oxycodone	Hillbilly Heroin, Kicker, OC, Ox, Roxy, Perc, and Oxy	Analgesic	High/High	Oral, injected	Euphoria and feelings of relaxation; Pain relief, sedation, respiratory depression, constipation, pupillary constriction, and cough suppression	Extreme drowsiness, muscle weakness, confusion, cold and clammy skin, pinpoint pupils, shallow breathing, slow heart rate, fainting, coma, and possible death
	STIMULANTS						
	Amphetamines	Bennies, Black Beauties, Crank, Ice, Speed, and Uppers	ADHD, nasal congestion, narcolepsy	High/High	Oral (pills or powder)	Produce a sense of exhilaration, enhance self-esteem, improve mental and physical performance, increase activity, reduce appetite, extend wakefulness for prolonged period, and "get high," agitation, hostility, panic, aggression, and suicidal or homicidal tendencies; Paranoia, sometimes accompanied by both auditory and visual hallucinations; Dizziness, tremors, headache, flushed skin, chest pain with palpitations, excessive sweating, vomiting, and abdominal cramps	High fever, convulsions, and cardiovascular collapse may precede death
	Cocaine	Coca, Coke, Crack, Flake, Snow and Soda Cot	Topical local anesthetic	High/High	Injected, smoked, sniffed, snorted		
	Khat	Abyssinian Tea, African Salad, Catha, Chat, Kat, and Oat	None	High/High	Oral, smoked		
	Methamphetamine	Batu, Bikers Coffee, Black Beauties, Chalk, Chicken Feed, Crank, Crystal, Glass, Go-Fast, Ice, Meth, Poor Man's Cocaine, Shabu, Shards, Speed, Stove Top, Tina, Trash, Tweak, Uppers, and Yellow Barn	Obesity, ADHD	High/High	Oral, injected, smoked, sniffed, snorted		

DEPRESSANTS			
Barbiturates	II, III, IV	Anesthetic, anticonvulsant, hypnotic, sedative	Oral, injected
Benzodiazepines	IV	Sedative, anxiety, seizures	Oral, injected
GHB	I, III	None	Oral
Rohypnol	IV	None	Oral
HALLUCINOGENS			
Ecstasy/MDMA	I	Adam, Beans, Clarity, Disco Biscuit, E, Eve, Go, Hug Drug, Lover's Speed, MDMA, Peace, STP, X, and XTC	Oral, smoked, sniffed, snorted
Ketamine	III	Cat Tranquilizer or Valium, Jet K, Kit Kat, Purple, Special K, Super K, and Vitamin K	Oral, injected, smoked, sniffed, snorted
LSD	I	Acid, Blotter Acid, Dots, Mellow Yellow, and Window Pane	Oral
Peyote & Mescaline	I	Butttons, Cactus, Mesc, and Peyoto	Oral, smoked
Psilocybin	I	Magic Mushrooms, Mushrooms, Shrooms	Oral
MARIJUANA/CANABIS and Marijuana Concentrates - THC Extractions	I, III	Aunt Mary, BC Bud, Blunts, Boom, Chronic, Dope, Gangsta, Ganja, Grass, Hash, Herb, Hydro, Indo, Joint, Kif, Mary Jane, Mota, Pot, Reefer, Skunk, Weed, 710, Wax, Ear Wax, Honey Oil, Budder, BHO, Dabs and Black Glass	Oral, smoked
STEROIDS	III	Arnolds, Juice, Pumpers, Roids, Stackers, and Weight Gainers	Oral, injected, topical
INHALANTS	Gluey Huff, Rush, and Whippets	None	Sniffing, snorting, bagging, huffing
DRUGS OF CONCERN *THESE DRUGS ARE NOT CURRENTLY REGULATED BY THE CONTROLLED SUBSTANCE ACT, but pose risks to individuals who abuse them.			
DXM*	CCC, Dex, DXM, Poor Man's PCP, Robo, Rojo, Skittles, Triple C, and Velvet	Cough Suppressant	Oral
Kratom	None	None	Oral
Salvia Divinorum*	Maria Pastora, Sally-D, Salvia	None	Oral, smoked, vaporized
DESIGNER DRUGS			
Bath Salts*	Bliss, Blue Silk, Cloud Nine, Drone, Energy-1, Ivory Wave, Lunar Wave, Meow Meow, Ocean Burst, Pure Ivory, Purple Wave, Red Dove, Snow Leopard, Stardust, Vanilla Sky, White Dove, White Knight, White Lightening	None	Oral, injected, smoked, sniffed, snorted
K2/Spice	Spice, K2, Blaze, RedX Dawn, Paradise, Demon, Black Magic, Crazy Clown	None	Oral, smoked, vaporized

	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE
	Causes amnesia, leaving no memory of events that occur while under the influence, reduce reaction time, impair mental functioning and judgment, and cause confusion.	Slurred speech, loss of motor coordination, weakness, headache, lightheadedness, blurred vision, dizziness, nausea, vomiting, low blood pressure, and slowed breathing, and possible death.
	Sensory effects include perceptual distortions that vary with dose, setting, and mood. Psychic effects include distortions of thought associated with time and space.	Elevated heart rate, increased blood pressure, and dilated pupils.
	Sedation, blood shot eyes, increased appetite, lower blood pressure, increased heart rate	Unknown
	Side effects include: Acne, early sexual development, stunted growth, deepened female voice, increased facial & body hair, menstrual irregularities, reduced sperm count, sterility, male pattern baldness, enlarged male breast tissue, prostate cancer	Unconsciousness, death
	Weight loss, muscle weakness, disorientation, irritability, depression	
	Side effects include: confusion, inappropriate laughter, agitation, paranoia, hallucinations, over-excitability, lethargy, loss of coordination, slurred speech, sweating, hypertension, nausea, itching, sweating, dry mouth, constipation, increased urination, tachycardia, vomiting, drowsiness, and loss of appetite.	
	Side effects include: loss of coordination, dizziness, slurred speech, lack of coordination	
	Side effects include: paranoia, hypertension, hyperthermia, rapid heartbeat, sweating, teeth grinding, palpitations, seizures, hallucinations, delusions, headaches, death	

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