


**MEMORANDUM**

**TO:** K-State Faculty, Staff, and Students

**FROM:** Richard Linton, President 

**DATE:** March 18, 2024

**RE: Annual Notification of Alcohol and Other Drug Information**

Kansas State University is committed to maintaining a safe and healthy campus community through education, information and intervention concerning alcohol and other drugs. Among other efforts, the university is committed to maintaining a work and academic environment that is free from illegal use and misuse of alcohol and drugs in accordance with all federal, state and local laws, including the Federal Drug-Free Schools and Communities Act and related regulations. K-State endeavors to educate its students, staff and faculty regarding the dangers of alcohol and illicit drugs because the use of alcohol and illegal drugs poses a health threat to members of the university community.

Kansas State University is required by law to notify all students, faculty and staff annually of alcohol and other drug policies, sanctions and the risks associated with use. This notification provides the campus community with the following information:

- A. Alcohol and drug programs available to students and staff.**
- B. Health risks associated with alcohol abuse and illicit drug use.**
- C. Applicable university policies and standards of conduct and disciplinary sanctions for students and staff regarding alcohol and drug use.**
- D. Federal and state legal sanctions.**

Keeping K-State safe depends on all university community members' cooperation, involvement, and support. I appreciate you reviewing the information provided below and doing your part in maintaining a safe and healthy campus community.

This information also is available in the university's [Clery Report](#).

## **Alcohol and other drug, or AOD, programs available to students and staff**

K-State encourages employees and students to utilize treatment services and referral resources to address AOD abuse and dependence. In addition, the university provides the following support services to faculty, staff and students:

### **General Resources**

Substance Abuse and Mental Health Services Administration:

- [Treatment Locator](#)

Twelve-Step or SMART Recovery Programs:

- [Alcoholics Anonymous](#)
- [Narcotics Anonymous](#)
- [Marijuana Anonymous](#)
- [Al-Anon/Alateen \(For friends and family of a person with a substance use disorder\)](#)

Suicide and Crisis Lifeline, 988:

- The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals in the United States.

### **Faculty and Staff Assistance**

The Employee Assistance Program, or EAP, 1-888-275-1205, provides free, confidential short-term counseling — up to eight sessions per issue — and/or referrals for alcohol and drug problems to state of Kansas benefits-eligible employees and their dependents.

### **Student Assistance Programs**

K-State offers several programs on alcohol and other drugs for students. The Alcohol and Sexual Assault Prevention Program is required for all students. It incorporates both information on the effects of alcohol use and training to create awareness of how alcohol use affects behaviors, with a focus on student harm reduction. Titled "Get Inclusive," this research-based curriculum utilizes storytelling in a non-judgmental approach to prepare students with the necessary skills to confront and prevent substance abuse and sexual violence.

Additionally, Kansas State University's Lafene Health Center offers Alcohol and Other Drug Education Services and prevention education, which provides a number of resources, including the following:

- Educational presentations on alcohol and other drug issues.
- Professional referral resources (campus and community).
- General education information (posters, handouts, fliers, etc.).

- Consultation on special activities.
- Basic assessment and intervention assistance.
- Alcohol Use Disorders Identification Test, AUDIT, screening.
- Wildcats Make a Pact, a bystander intervention training.
- MySSP App, a well-being digital app. The app name will change in fall 2023.
- Alcohol, Smoking and Substance Involvement Screening Test screening via the World Health Organization.

## **Strengths, Improvement Areas and Recommendations for K-State's Alcohol and Other Drug Policies and Programs**

### **I. Strengths**

- A. Student policies consistently enforce standards of behavior related to AOD abuse.
- B. Violations are adjudicated quickly and provide for both educational sanctions and referrals to on-campus health services or a therapist.
- C. Alcohol and other drug education services are employed through collaborative efforts by various offices, departments and student groups on and off campus.
- D. Benefit-eligible employees are provided free access to EAP services.
- E. K-State continues to review its Alcohol and Other Drug program.

### **II. Program challenges**

- A. No data collection on faculty and staff use/abuse.
- B. Limited education and programming options for employees.
- C. Limitations include peer-led support groups and sober living environments for students in recovery from AOD.

### **III. Recommendations for improvement**

- A. Continue to assess AOD programming effectiveness with students, professors and campus partners.

### **Health risks associated with alcohol abuse and illicit drug use**

Many health risks are associated with alcohol and drugs, including social, physical, and emotional health risks. Alcohol and drugs can alter an individual's thinking and judgment and may cause significant damage to key body organs such as the heart, liver, kidneys and central nervous system; they may also cause birth defects or death of unborn babies. In addition, drug users may experience difficulties with concentration and memory that impair learning. They may also exhibit mood swings, impaired judgment, isolation and depression, all of which can contribute to impaired driving, injuries, accidents, domestic or random violence and sexual assault.

### **Additional Health Risks**

| <b>Substances:<br/>Category and Name</b> | <b>Examples of Commercial and Street<br/>Names</b>   | <b>Acute Effects/ Health Risks</b>   |
|--|--|--|
| <b>Tobacco</b>                           |  |  |
| Nicotine                                 | Found in cigarettes, e-cigarettes, vapes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew) | Increased blood pressure and heart rate/chronic lung disease; cardiovascular disease; stroke; cancers of the mouth, pharynx, larynx, |

|                         |  |  |
|-------------------------|--|--|
|                         |  | esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes; addiction   |
| <b>Alcohol</b>          |  |  |
| Alcohol (ethyl alcohol) | Found in liquor, beer, and wine  | In low doses, euphoria, mild stimulation, relaxation, lowered inhibitions; in higher doses, drowsiness, slurred speech, nausea, emotional volatility, loss of coordination, visual distortions, impaired memory, sexual dysfunction, loss of consciousness/increased risk of injuries, violence, fetal damage (in pregnant women); depression; neurologic deficits; hypertension; liver and heart disease; addiction; fatal overdose |
| Cannabinoids            | Blunt, dope, ganja, grass, herb, joint, bud, Mary Jane, pot, reefer, green, trees, sinsemilla, skunk, weed   | Euphoria; relaxation; slowed reaction time; distorted sensory perception; impaired balance and coordination; increased heart rate and appetite; impaired learning, memory; anxiety; panic attacks; psychosis/cough; frequent respiratory infections  |
| Hashish                 | Boom, gangster, hash, hash oil, hemp   |  |
| <b>Opioids</b>          |  |  |
| Heroin                  | Diacetylmorphine: smack, horse, brown sugar, dope, H, junk, skag, skunk, white horse, China white; cheese (with OTC cold medicine and antihistamine) | Euphoria; drowsiness; impaired coordination; dizziness; confusion; nausea; sedation; feeling of heaviness in the body; slowed or arrested breathing/ constipation; endocarditis; hepatitis; HIV; addiction; fatal overdose   |
| Opium                   | Laudanum, paregoric: big O, black stuff, block, gum, hop   |  |
| <b>Stimulants</b>       |  |  |
| Cocaine                 | Cocaine hydrochloride: blow, bump, C, candy, Charlie, coke, crack, flake, rock, snow, toot   | Increased heart rate, blood pressure, body temperature, metabolism; feelings of exhilaration; increased energy, mental alertness; tremors; reduced appetite; irritability; anxiety; panic; paranoia; violent behavior; psychosis/ weight loss; insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction. Also, for cocaine — nasal damage from snorting. Also, for methamphetamine — severe dental problems.   |
| Amphetamine             | Biphetamine, Dexedrine: bennies, black beauties, crosses, hearts, LA turnaround, speed, truck drivers, uppers  |  |

## Applicable university policies and standards of conduct and disciplinary sanctions for students and staff regarding alcohol and drug use

### Current Policies for Students

K-State's student-oriented policies regarding alcohol and other drugs exist in two locations: the Student Code of Conduct and the Policies and Procedures Manual, or PPM.

- **Student Code of Conduct** — (<http://www.k-state.edu/sga/judicial/student-code-of-conduct.html>) The Student Code of Conduct, under the Center for Student Involvement, specifies 23 categories of behaviors that are classified as misconduct for which disciplinary actions will be imposed. The Office of Student Life, which works

with the judicial arm of the Student Governing Association regarding disciplinary matters, advises on sanctions for alcohol and other drug violations to ensure sanctions for violations are imposed on a reasonable and consistent basis. Regarding alcohol and other drugs, the following rules and regulations apply:

*The following described behaviors constitute misconduct in which disciplinary sanctions will be imposed...*

11. *Use, possession or distribution of alcoholic beverages in an unlawful manner or otherwise in violation of a university policy.*
  12. *Use, possession, distribution of a controlled substance in an unlawful manner or otherwise in violation of a university policy.*
  23. *Violation of federal, state, or local law that causes a substantial disruption to university operations.*
- **Lifeline 911 policy** — PPM Chapter 8550 allows students to seek immediate medical assistance for an alcohol-related emergency on behalf of themselves or another person without being sanctioned for violation of any university-related policy. The policy allows students to make healthy decisions by seeking medical help without the fear of punishment. In addition to the assurance of immunity from sanction, the policy discusses post-incident education programs for those involved with the incident.
  - **Housing policies related to alcohol and other drugs** — Students living in the residence halls at K-State, as well as visitors, are also required to abide by the policies stipulated by Housing and Dining Services. Students are notified of these policies when a contract is signed and when they move into the residence hall.

### **Current Policy for Employees**

- **State of Kansas Substance Abuse Policy** — The state's policy for substance abuse applies to all employees of Kansas.

*It shall be the policy of the state of Kansas to maintain a workforce free of substance abuse.*

1. *Reporting to work or performing work for the state while impaired by or under the influence of controlled substances or alcohol is prohibited.*
2. *The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace, or while the employee is on duty, official state business or stand-by-duty.*
3. *Violation of such prohibitions by an employee is considered conduct detrimental to state service and may result in a referral to the Employee Assistance Program or discipline in accordance with K.S.A. 75-2949d, or other appropriate administrative regulations.*
4. *Employees are required by federal law to notify the employing state agency head in writing of his or her conviction for a violation of a criminal drug*

*statute occurring in the workplace no later than five calendar days after such conviction.*

- a. *An employee who is convicted of violating any criminal drug statute in such workplace situations as stated above will be subject to discipline in accordance with K.S.A. 75-2949d, or other appropriate administrative regulations.*
  - b. *A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury, or both, in any federal or state court.*
5. *Agencies that receive federal grants or contracts must, in turn, notify federal granting agencies in writing, within 10 calendar days of receiving notice from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working unless the federal agency has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant.*
  6. *Employees will be given a copy of the Substance Abuse Policy. Employees will be informed that they must abide by the terms of the policy as a condition of employment and of the consequences of any violation of such policy.*

- **General Misconduct Policies** — The University Handbook, Section C, and PPM Chapter 4020, both provide for general sanctions for misconduct that apply to faculty and unclassified professionals and university support staff. PPM 4020 provides explicitly that a university support staff employee may be disciplined for being under the influence of drugs or alcohol while at work, in addition to other types of misconduct. These policies do not provide specific sanctions for violations related to drugs and alcohol; however, the policies do generally provide for a range of discipline for conduct that would constitute violation of the policies. Human Capital Services, which handles employee disciplinary matters, endeavors to ensure that sanctions for like violations are imposed reasonably and consistently.

### **General University Policies**

- **Alcohol Cereal Malt Beverage policy** — This policy, PPM Chapter 3053, provides the following information for all students and employees:
  - *Definitions of types of alcohol cereal malt beverages as well as university property.*
  - *Where alcoholic beverages may be served on university property, along with the necessary approvals and permits required.*
  - *When and how alcohol beverages can be served at athletic events; registered for at least one course for any type of credit, except for continuing education units.*
  - *Requirements regarding the possession and consumption of alcoholic beverages in university parking lots on football game days.*

- *Requirements for how and when alcoholic beverages may be permitted at student organization events, activities, or meetings.*
- *Summary of pertinent laws in the state of Kansas and the city of Manhattan.*
- **Smoking policy** — Smoking is a public health and fire hazard. Locations where smoking is allowed shall be restricted to prevent infringements upon others and to create and maintain an environment and culture that is in the best interests of the safety, health and well-being of all users of university property.

The smoking of cigarettes, cigars, pipes or burning tobacco in any other form or device, as well as the use of electronic cigarettes, vaporizers, hookah or other water pipe devices and all other related devices, is prohibited in university-owned vehicles and on university property, except inside personal vehicles. University property on the Manhattan and Polytechnic campuses includes inside buildings and structures, outdoors, and within state-owned vehicles. Research investigating smoking is allowed in laboratories designated for that purpose with authorization granted by the Department of Environmental Health and Safety.

Violations of the smoking policy should be reported to the proper entity. Staff and faculty violations will follow the progressive discipline policies, and students will be subject to the Student Code of Conduct.

This policy, PPM Chapter 3720 .080, is effective June 1, 2018, and is in accordance with K.S.A 21-6109, et seq, and city of Manhattan Ordinance No. 6737. Violations of Kansas statutes and city ordinances are punishable under applicable state and local laws. College of Veterinary Medicine Policy on Use of Tobacco: All tobacco, including smoking and chewing, is prohibited from Coles, Trotter and Mosier halls.

- **Federal and state legal sanctions** — The possession, sale or furnishing of alcohol on the university campus is governed by the K-State Alcoholic Beverage Policy, PPM Chapter 3053, and Kansas state law. Kansas law prohibits the following acts and makes violations of such acts punishable as misdemeanors. Depending upon the violation, punishments include substantial fines; performance of public service; jail sentences; and suspension, restriction or revocation of driver's licenses. The service of alcoholic beverages is not permitted on university property except in accordance with this policy.
  - **According to the policy, it is unlawful:**
    - For persons under 21 years of age to obtain or purchase, or attempt to obtain or purchase, alcoholic liquor (6% beer, wine hard liquor) or to possess or consume alcoholic liquor.
    - To furnish alcoholic liquor or cereal malt beverages to any person under the legal age for consumption of such beverages.
    - To provide alcoholic liquor to any person physically or mentally incapacitated by the consumption of such liquor.
    - For anyone to allow unlawful consumption of alcoholic liquor or cereal malt beverages on their property over which they have control.

- To sell or offer for sale whole or mixed drinks of alcoholic liquor or cereal malt beverages without a state-issued license.
  - To transport within access of the driver or passengers any alcoholic liquor or 3.2% beer to which the original cap, seal package or container has been removed — open container law. Exception: certain buses and recreational vehicles when not in the driver's compartment.
  - To operate any vehicle within the state of Kansas under the influence of alcohol or drugs. A driver who has more than .08% alcohol — or persons under 21 years of age to operating a vehicle with more than .02% alcohol — in his or her blood is presumed to be under the influence. Less than .08% may be considered with other evidence to determine driving under the influence. If an individual is found to be under the influence while operating a motor vehicle and a motor vehicle accident resulted in personal injury or death, that individual will not be eligible for a diversion agreement (i.e., community service, driver's school, etc., in place of incarceration in jail).
  - To refuse to submit to tests for the presence of alcohol or drugs when lawfully requested to do so by a law enforcement officer. Such refusal will result in a loss of driver's license for one year.
  - To display or possess a canceled, fictitious, fraudulently altered or fraudulently obtained identification card.
  - To lend or permit the use of one's driver's license or identification card by another person.
  - To, in any way, create a reproduction of a driver's license.
- The city of Manhattan has adopted as city ordinances similar laws relating to the control of alcoholic liquor and cereal malt beverages. Further, under city ordinance, among other matters, it is unlawful:
  - For persons under 18 years of age to remain in any tavern after the hour of 8 p.m. unless employed by the establishment or accompanied by a parent or guardian.
  - To willfully disturb the peace and quiet of any person, family, or neighborhood or to engage in disorderly conduct.
  - To fail to depart from an unlawful assembly after being directed to do so by a law enforcement officer. An unlawful assembly is a meeting or coming together of five or more persons engaging in conduct that constitutes disorderly conduct, a riot, disturbing quietude or disturbing the peace

### Drug Scheduling

| Schedule   | Characteristics  | Examples  |
|------------|--|---|
| Schedule I | Schedule I drugs, substances, or chemicals are defined as drugs with no currently accepted medical use and a high potential for abuse. | heroin, lysergic acid diethylamide (LSD), marijuana (cannabis), 3,4-methylenedioxymethamphetamine (ecstasy), methaqualone, and peyote |



|              |   |  |
|--------------|---|--|
| Schedule II  | Schedule II drugs, substances, or chemicals are defined as drugs with a high potential for abuse, with use potentially leading to severe psychological or physical dependence. These drugs are also considered dangerous.** ***   | Combination products with less than 15 milligrams of hydrocodone per dosage unit (Vicodin), cocaine, methamphetamine, methadone, hydromorphone (Dilaudid), meperidine (Demerol), oxycodone (OxyContin), fentanyl, Dexedrine, Adderall, and Ritalin |
| Schedule III | Schedule III drugs, substances, or chemicals are defined as drugs with a moderate to low potential for physical and psychological dependence. Schedule III drugs abuse potential is less than Schedule I and Schedule II drugs but more than Schedule IV.                                   | Products containing less than 90 milligrams of codeine per dosage unit (Tylenol with codeine), ketamine, anabolic steroids, testosterone   |
| Schedule IV  | Schedule IV drugs, substances, or chemicals are defined as drugs with a low potential for abuse and low risk of dependence.   | Xanax, Soma, Darvon, Darvocet, Valium, Ativan, Talwin, Ambien, Tramadol  |
| Schedule V   | Schedule V drugs, substances, or chemicals are defined as drugs with lower potential for abuse than Schedule IV and consist of preparations containing limited quantities of certain narcotics. Schedule V drugs are generally used for antidiarrheal, antitussive, and analgesic purposes. | cough preparations with less than 200 milligrams of codeine or per 100 milliliters (Robitussin AC), Lomotil, Motofen, Lyrica, Parepectolin   |

\* Schedule I and II drugs have a high potential for abuse. They require greater storage security and have a quota on manufacturing, among other restrictions. Schedule I drugs are available for research only and have no approved medical use; Schedule II drugs are available only by prescription (nonrefillable) and require a form for ordering. Schedule III and IV drugs are available by prescription, may have five refills in six months and may be ordered orally. Some Schedule V drugs are available over the counter.

\*\* Some of the health risks are directly related to the route of drug administration. For example, injection drug use can increase the risk of needle contamination with **staphylococci, HIV, hepatitis and other organisms.**

\*\*\* Associated with sexual assaults.

### Legal Sanctions

The enforcement of alcohol and other drug laws and policy on campus is the responsibility of the K-State Police Department. Kansas State University has been designated a drug-free workplace, and the possession, sale, manufacture or distribution of any controlled substance is illegal under state and federal laws. The K-State Police Department enforces these laws, and violators are subject to university disciplinary action and criminal prosecution.

| Offense   | Frequency         | Classification | Jail Term   | Fine    | Driver's License  |
|---|-------------------|----------------|---|---------|---|
| <b>Driving Under the Influence</b>  |                   |                |   |         |   |
| Driving Under the Influence (DUI)<br>*In Kansas, it is illegal for anyone to operate a vehicle under the influence of alcohol, drugs, or both alcohol and drugs, with a breath or blood alcohol content of .08 or more. For anyone under 21, it | First Conviction  | Misdemeanor    | 6 months in jail; required completion of an alcohol education program | \$1,000 | suspended driver's license for 30 days; then use of ignition interlock device for 180 days (1-year suspension and subsequent 1-year ignition interlock device if alcohol) |
|   | Second Conviction | Misdemeanor    | 1 year in jail; completion of alcohol treatment program               | \$1,750 | suspended driver's license for 1 year; then use of ignition interlock device for 1 year (2 years, if alcohol concentration is .15 or greater)                             |

|   |                                      |  |   |   |   |
|---|--------------------------------------|--|---|---|---|
| is illegal to do so with a breath or blood alcohol content of .02 or greater.   | Third Conviction                     | Misdemeanor  | 1 year in jail<br>completion of alcohol treatment program                                       | \$2,500   | Suspended driver's license for 1 year; use of ignition interlock device for 2 years (3 years, if alcohol concentration is .15 or greater), with costs       |
|   | Fourth Conviction                    | Felony if prior conviction with preceding 10 years | 1 year in jail;<br>participation in alcohol abuse program;<br>required mental health evaluation | \$2,500   | Suspended driver's license for 1 year, then use of ignition interlock device for 3 years (4 years, if alcohol concentration is .15 or greater), with costs. |
|   | Fifth and All Subsequent Convictions | Felony   | 1 year in jail;<br>participation in alcohol abuse program;<br>required mental health evaluation | \$2,500   | Suspended driver's license for 1 year, then use of ignition interlock device for 10 years, with costs.  |
| <b>Consumption and Possession</b>   |                                      |  |   |   |   |
| Anyone of any age to consume alcoholic liquor on state or Kansas State University property, except where specific exemptions are provided by law                                |                                      |  | Six months in jail  | \$200   |   |
| Anyone under 21 years of age to possess, purchase, attempt to purchase or consume cereal malt beverage or alcoholic liquor except where specific exemptions are provided by law |                                      |  | One month in jail;<br>perform 40 hours of public service; attend an alcohol education program   | \$200 (18-21 years of age); \$500 (under 18 years of age) | Up to one-year suspension of driving privileges.  |
| Anyone to furnish cereal malt beverage or alcoholic liquor to another person under 21 years of age  |                                      |  | Six months in jail;<br>attend an alcohol education program                                      | \$200 Minimum   |   |
| Anyone to host a person under 21 in such a manner that permits the minor to consume alcoholic liquor or cereal malt beverages   |                                      |  | One year in jail;<br>performance of community service   | \$1,000 Minimum   |   |
| <b>Testing</b>  |                                      |  |   |   |   |
| Refusal to submit to alcohol or drug testing  | 1st time                             |  |   |   | Suspended driver's license for 1 year; driving is restricted by ignition interlock device for 2 years.  |
|   | 2nd time                             |  |   |   | Driving is restricted by ignition interlock device for 3 years.   |
|   | 3rd time                             |  |   |   | Driving is restricted by ignition interlock device for 4 years.   |
|   | 4th time                             |  |   |   | Driving is restricted by ignition interlock device for 5 years.   |
|   | 5th time                             |  |   |   | Driving is restricted by ignition interlock device for 10 years.  |

| Illegal Drugs   |  |   |  |   |  |
|---|--|---|--|---|--|
| The manufacture of a controlled substance   |  | drug severity level<br>2 felony                                     | Maximum Penalty: 12 years imprisonment   | \$500,000   |  |
| Illegal possession or use of opiates, amphetamines and narcotics  |  | drug severity level<br>5 felony                                     | Maximum Penalty:<br>3 1/2 years imprisonment   | \$100,000   |  |
| Unlawful possession or use of depressants*, stimulants, hallucinogenic drugs (including marijuana and K-2), anabolic steroids, simulated controlled substances and paraphernalia, as well as unlawfully obtaining and distributing prescription drugs.<br>*Depressants include barbiturates and barbital; hallucinogens include LSD and psilocybin. |  | Class A non-person misdemeanor and may escalate to a level 5 felony | One year imprisonment; With a prior conviction for this offense: 3 1/2 years imprisonment                            | \$2,500; with prior conviction for this offense \$100,000                               |  |
| Intentional unlawful distribution or possession with intent to distribute controlled substances   |  |   | Maximum penalty: life imprisonment<br>With two prior convictions for this offense: life imprisonment without release | First Conviction: \$10,000,000<br>With prior convictions for this offense: \$20,000,000 |  |
| Unlawful possession of a controlled substance   |  |   | Maximum penalty:<br>Three years imprisonment   | \$5,000   |  |