

MEMORANDUM

TO: K-State Faculty, Staff and Students

FROM: Richard B. Myers, President

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 in support of this commitment, 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 use of alcohol and illicit drugs poses a health threat to members of the university community.

Kansas State University is required by law to annually notify all students, faculty and staff 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 the cooperation, involvement and support of all university community members. I appreciate you taking the time to review the information provided below and doing your part in maintaining a safe and healthy campus community.

This information also is available from <https://www.k-state.edu/report/clery/drug-free-schools/aod-notification-letter-revised-2020.pdf>

A. 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. The university provides the following support services to faculty, staff, and students:

General Resources

Substance Abuse and Mental Health Services Administration, SAMHSA

[Treatment Locator](#)

[Alcoholics Anonymous](#)

[Narcotics Anonymous](#)

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 a number of programs on alcohol and other drugs for students. The Alcohol and Sexual Assault Prevention Program, called ASAP (www.k-state.edu/asap/), is required for all students and 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 “Think About It,” this research-based curriculum utilizes storytelling in a nonjudgmental 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, which provides a number of resources, including the following:

- Educational presentations on alcohol and other drug issues.
 - Includes outreach to high-risk aggregates within the college population: new students, Greek members, athletes.
 - Includes a new program, the 21st Birthday Project, geared to students transitioning to the legal drinking age and focused on harm reduction strategies developed with a certified peer educator.
- Professional referral resources (campus and community)
 - Lafene Health Center collaborates with a number of community and state agencies to refer as appropriate when specialized care is needed for K-State students. The goal of any referral is to assure that the patient contacts a specialist for further diagnosis and, if required, receives treatment not available on campus.
- General education information (posters, handouts, flyers, etc.)
 - Includes distribution of an evidence-based booklet for parents of all new students distributed during orientation and enrollment, *A Parent Handbook for Talking with College Students about Alcohol*, and is a collaborative effort with the K-State Parents & Family Association.
 - Increased collaboration with academic advisors.
- Consultation on special activities
 - The Alcohol and Other Drug Education program also provides a number of presentations on campus tailored to the needs of individual groups regarding alcohol

and other drugs. It has worked with the Wildcat Wellness Coalition in designing programs to help students improve overall wellness, including exploring ways in which alcohol and drugs impact overall wellness.

- Sponsorship of eCHECKUP TO GO
 - K-State students have free access to this online option to gain insight into their relationship with alcohol. The brief assessment tool is self-guided, requires no face-to-face contact time with a counselor, and is completely anonymous. The information a student enters is processed and compared to national and local college norms. The student then receives personalized feedback.
- Basic assessment and intervention
 - The Alcohol Use Disorders Identification Test, or AUDIT, is an annual screening for Lafene Health Center patients.

B. Health risks associated with alcohol abuse and illicit drug use

Many health risks are associated with using alcohol and drugs, including social, physical and emotional health risks. Alcohol and drugs can alter an individual’s thinking and judgment, and may also 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. 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

Substances: Category and Name	Examples of Commercial and Street Names	Acute Effects/Health Risks
Tobacco		
Nicotine	Found in cigarettes, 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
Alcohol		
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		
Marijuana	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	
Opioids		

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	
Stimulants		
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	

C. 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 ¹ policies regarding alcohol and other drugs exist in two locations: the Student Code of Conduct and the Policies and Procedures Manual, or PPM.

1. **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 22 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.

22. Violation of federal, state or local law that causes a substantial disruption to university operations.

- A. **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.

- B. **Housing policies related to alcohol and other drugs** — Students living in the residence

¹ With respect to alcohol and other drug policies, the term “student” refers to all students who are registered for at least one course for any type of credit, except for continuing education units.

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 Policies for Employees²

A. 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.*
 1. *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.*
 2. *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.*

B. 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 specifically provides 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 on a reasonable and consistent basis.

² Depending on the facts and circumstances related to a particular instance, a student may be adjudicated under the Student Code of Conduct or pertinent Employee policies if they work for the University.

General University Policies

A. 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.*

B. 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 statute 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.

D. 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 particular violation, punishments include substantial fines; performance of public service; jail sentences; and suspension, restriction or revocation of drivers' 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 who is 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 infection through needle contamination with **staphylococci, HIV, hepatitis and other organisms.**

*** Associated with sexual assaults.

Legal Sanctions

The enforcement of alcohol 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 both state and federal laws. These laws are enforced by the K-State Police Department and violators are subject to university disciplinary action and criminal prosecution.

Offense	Frequency	Classification	Jail Term/	Fine	Driver's License
Driving Under the Influence					
Driving Under the Influence (DUI) *In Kansas it is illegal for anyone to operate a vehicle under the influence of alcohol, drugs, or both	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	\$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
	Third Conviction	Misdemeanor	1 year in jail 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

alcohol and drugs, with a breath or blood alcohol content of .08 or more. For anyone under 21, it is illegal to do so with a breath or blood alcohol content of .02 or greater.	Fourth Conviction	Felony if prior conviction within preceding 10	1 year in jail; participation in alcohol abuse program; required mentalhealth	\$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	Felony	1 year in jail; participation in alcohol abuse program; required mentalhealth	\$2,500	suspended driver's license for 1 year, then use of ignition interlock device for 10 years, with costs.

Consumption and Possession

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			One month in jail; 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			Six months in jail; attend an alcohol	\$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; performance of community service	\$1,000 minimum	

Testing

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