

STATEMENT OF PREVENTION OF ALCOHOL ABUSE AND DRUG USE ON CAMPUS AND IN THE WORKPLACE

STANDARDS OF CONDUCT

Washburn University supports and endorses the Federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act amendments of 1989 ("Acts"). Pursuant to these Acts, the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or abuse of alcohol (as defined in these Acts) by an employee or student on University property or as part of any University activity is prohibited. Any employee or student of the University found to be abusing alcohol or using, possessing, manufacturing, or distributing controlled substances in violation of the law on University property or at University sponsored events shall be subject to disciplinary action in accordance with applicable policies of the University. The illegal manufacture, distribution, dispensing, possession or use of controlled substances may also result in criminal prosecution.

As a condition of employment, all employees shall abide by the terms and conditions of the Acts. As such an employee must notify the employee's area head of any criminal drug statute conviction for a violation occurring in the workplace, and no later than five (5) calendar days for employees in an area participating in a federal grant activity, Such notice shall be provided, in writing, by the employee to the area head. The University will in turn, notify as appropriate, the applicable federal agency of the conviction within ten (10) days of its receipt of notification of the conviction. For such conviction, the University will take appropriate personnel action, up to and including termination. Employees may also be required to satisfactorily participate, at their expense, in a drug abuse assistance or rehabilitation program as approved for such purposes by a federal, state, or local health, law enforcement or other appropriate agency before being allowed to return to work. For purposes of this policy, a conviction means a finding of guilt, including a plea of nolo contendere, or imposition of sentence, or both, by any court having jurisdiction over violations of federal or state criminal drug statutes. Refer to [Washburn University Policies, Procedures, and Regulations Manual \(WUPRPM\), Section A. General Topics, 6. Drug Free Work Place](#) for more information.

DRUG TESTING

Drug testing may be a requirement of specific academic programs or safety sensitive positions as a condition of placement in internships/assistantships, employment or where required by law or agreement.

LEGAL SANCTIONS

Employees and students are reminded that unlawful possession, distribution or use of illicit drugs or alcohol may subject individuals to criminal prosecution. The University will refer violations or proscribed conduct to appropriate authorities for prosecution. Federal regulations and state laws provide penalties of fines and imprisonment for violations of the criminal statutes which include possessing, offering for sale, possessing with the intent to offer for sale, distributing or manufacturing controlled substances such as opiates, narcotics, depressants, stimulants or hallucinogenic drugs.

In the State of Kansas, the legal drinking age is 21. Consumption of alcohol by a minor is punishable by a fine. Furnishing alcohol to a minor is also punishable by a fine. Violation of Kansas drinking law can result in increased fines and incarceration. A conviction for driving under the influence of drugs or alcohol can also result in fines in excess of \$500, community service, mandatory treatment programs, license revocation, and/or incarceration.

In the State of Kansas, it is also illegal to be involved with controlled substances, including prescription drugs obtained or used contrary to the prescription. Violation of the Kansas drug laws also may result in incarceration and substantial fines.

Federal law contains other laws regulating drugs and controlled substances. Under federal law, illegal possession of a controlled substance can result in a fine of at least \$1,000 and up to one year imprisonment for a first offense. Penalties increase when an offender has been convicted of prior drug-related offenses. Illegal possession of a controlled substance can also result in the forfeiture of property, civil fines, and the loss of federal benefits. Trafficking controlled substances can also lead to substantial fines and lengthy prison sentences, including life in prison. Conviction for violation of federal drug laws may also result in loss of federal aid for financing education.

The City of Topeka regulates alcoholic beverages including places of public consumption. Conviction for violation of the Topeka Ordinances can result in fines and incarceration.

Additionally, most municipalities have ordinances criminalizing possession of marijuana, and in the case of Topeka, mandatory jail time is imposed even for first time convictions under its ordinance.

More details on federal, state, and local drug and alcohol law can be obtained in consultation with the vice president for student life or the director of human resources.

HEALTH RISKS

Abuse of alcohol and use of drugs is harmful to one's physical, mental and social well-being. Accidents and injuries are more likely to occur if alcohol and drugs are used. Alcohol and drug users can lose resistance to disease and destroy their health. Tolerance and psychological dependence can develop after sustained use of drugs.

Alcoholism is the number one drug problem in the United States. Alcoholism takes a toll on personal finances, health, social relationships and families. It can have significant legal consequences. Abuse of alcohol or use of drugs may cause an individual driving a motor vehicle to injure others and may subject the abuser to criminal prosecution. Drunk drivers are responsible for more than half of all traffic fatalities.

More specifically, the major categories of drugs are listed below and include the significant health risks of each.

AMPHETAMINES - Physical dependency, heart problems, infections, malnutrition and death may result from continued high doses of amphetamines.

NARCOTICS - Chronic use of narcotics can cause lung damage, convulsions, respiratory paralysis and death.

DEPRESSANTS - These drugs, such as tranquilizers and alcohol, can produce slowed reactions, slowed heart rate, damage to liver and heart, respiratory arrest, convulsions and accidental overdoses.

HALLUCINOGENS - may cause psychosis, convulsions, coma and psychological dependency.

COUNSELING, TREATMENT OR REHABILITATION PROGRAMS

University resources are available to assist employees and students seeking alcohol and drug counseling and treatment. University resources include the University-sponsored counseling services located in Kuehne Hall (785-670-3100). Benefit eligible employees and dependents are eligible to utilize the Employee Assistance Program (EAP) available through New Directions Behavioral Health by calling 1-800-624-5544 or online at www.ndbh.com.

In addition to these resources, many area hospitals and community agencies, with or without a fee, are available to provide drug and alcohol counseling services including:

Topeka:

Mirror (Assessment and Outpatient):

2201 SE 25th St.
Topeka, KS 66605
785-267-0561
www.mirrorinc.org

New Dawn Wellness and Recovery (Assessment and Outpatient):

4015 SW 21st St.
Topeka, KS 66604
785-266-0202
www.newdawnrecovery.org

Shawnee Regional Prevention and Recovery Services (Assessment)
2209 SW 29th St.
Topeka, KS 66611
785-266-8666
www.parstopeka.com

Sims-Kemper Clinical Counseling and Recovery Services (Assessment and Outpatient):
1701 SW Medford Ave.
Topeka, KS 66604
785-233-0666
www.sims-kemper.com

Valeo Behavioral Health (Assessment and Outpatient):
330 SW Oakley St.
Topeka, KS 66606
785-233-1730
www.valeotopeka.org

Lawrence:

DCCCA (Assessment and Outpatient):
1739 E 23rd St.
Lawrence, KS 66046
785-830-8238
www.dcca.org

Mirror (Assessment and Outpatient):
3205 Clinton Pkwy Ct.
Lawrence, KS 66047
785-843-5483
www.mirrorinc.org

Inpatient Treatment:

Valley Hope (Inpatient Treatment):
<https://valleyhope.org/>

Nearest Locations:

Atchison
1816 N. 2nd St.
Atchison, KS 66002
913-367-1618

Overland Park
10114 W 105th St.
Overland Park, KS 66212
913-432-4037

Additional information for employees and students may be available through the University's counseling services.

SANCTIONS

For employees, the University will take appropriate action for infractions as set forth in the Washburn University Policies, Procedures, and Regulations (WUPRPM) up to and including termination. In addition, any employee who violates the Standards of Conduct as set forth in this Statement of Prevention of Alcohol Abuse and Drug Use may be subject to referral for prosecution.

A student who violates any provision of this Statement of Prevention of Alcohol Abuse and Drug Use or of the Alcohol and Other Drug Policy found in the Student Conduct Code are subject to sanctions. A violation will be governed by the University's Non-Academic Conduct Disciplinary Procedures and, if a violation is found, appropriate sanctions will be implemented, up to and including dismissal and/or a referral to appropriate law enforcement authorities.

DEFINITIONS

The term "controlled substance" as used in this policy means substances included in Schedules I through V as defined by Section 813 of Title 21 of the United States Code and as further defined by the code of Federal Regulations, 21 C.F.R. 1300.11 through 1300.15. The term does not include the use of a controlled substance pursuant to a valid prescription of other uses authorized by law.

The term "alcohol" as used in this policy means any product of distillation or a fermented liquid which is intended for human consumption and which is defined in Chapter 41 of the Kansas statutes.