

**EASTERN KENTUCKY UNIVERSITY**  
*Serving Kentuckians Since 1906*



**Drug and Alcohol Abuse Prevention  
Program (DAAPP)**



## Purpose

The Higher Education Act of 1965, as amended by the Drug-Free Schools and Communities Act of 1989, requires that any institution of higher education that receives federal financial assistance must adopt and implement a program to prevent the use of illicit drugs and alcohol abuse by students and employees ([34 CFR 86.1](#)). The University's drug prevention program must include, at a minimum, an annual distribution in writing to all students and employees, and a biennial review to assess the effectiveness of the program and implement changes. The annual distribution to students and employees must include the standards of conduct, a description of applicable legal sanctions under local, State, and Federal law, a description of the health risks, a description of any educational resources and treatment options, and a clear statement from the University ([34 CFR 86.100](#)).

## Standards of Conduct

The Student Code of Conduct, as seen in [University Policy 5.1.3ADR](#), prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by students. Specifically, the Student Code of Conduct states the following expectations and rules:

- **Alcohol.** Use, possession, or distribution of alcoholic beverages, except as expressly permitted by law and the University/College's Alcohol Policy 9.1.1 and includes but is not limited to exhibiting behavior under the influence of alcohol that unreasonably disrupts others in the vicinity or that endangers self, others, or property.
- **Drugs.** Use, possession, or distribution of illegal drugs and other controlled substances or drug paraphernalia, except as expressly permitted by law, including but not limited to exhibiting behavior under the influence of drugs that unreasonably disrupts others in the vicinity or that endangers self, others, or property.

The EKU Staff Handbook, as seen [here](#), prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by employees on its property or as part of any of its activities. Specifically, the Staff Handbook states the following expectations and rules:

- The possession and/or consumption of alcoholic beverages on university property is subject to Kentucky statute and University regulations. Alcoholic beverages may be served and consumed at official University functions and approved non-University functions in accordance with the University's Policy concerning Service, Sale, and Consumption of Alcoholic Beverages (9.1.1POL). Per the Employee Conduct Regulation (8.3.3HRR).
- Eastern Kentucky University is a Drug Free Workplace. The University specifically prohibits the abuse of, consumption of, unauthorized use of, and/or being under the influence of drugs while on university property and/or while on the job. EKU Regulation also prohibits violation of local, state, and/or federal law while working and/or on university property.

## Sanctions and Penalties

Students who are found to have violated the Student Code of Conduct are subject to disciplinary sanctions. Such sanctions shall bear a reasonable relation to the nature of the violation and, in determining possible sanctions, judicial hearing officers or the Student Disciplinary Council shall

consider the violation at hand, the welfare of the University community, and any prior disciplinary records of the Respondent. Examples of University sanctions can be found in the [Student Code of Conduct](#). Cases of Serious Misconduct are subject to the possible sanctions of suspension, expulsion, or eviction from Housing.

Employees that engage in alcohol use, or the influence thereof, or the unauthorized use or consumption of, while on the job or while on university property, except as otherwise noted in [Policy 9.1.1](#) or as part of official University business, is considered gross misconduct and grounds for immediate dismissal. Under no circumstance may anyone under the age of 21 be served or provided alcoholic beverages.

[8.3.3HRR](#) outlines four categories of behavior set forth to inform all employees of examples of personal misconduct that could result in disciplinary action, ranging from, for example, verbal reprimand to immediate termination of employment, depending upon the specific form of conduct, the severity of the offense, and the number and dates of infractions. All disciplinary actions shall be appropriately documented and may be subject to the appropriate grievance policy.

Under the requirements of the Drug Free Workplace Act of 1988, employees who are convicted of any criminal drug statute violation occurring in the workplace must notify ECU within five days of the conviction. Violations of the Drug Free Workplace Regulation will subject the employee to disciplinary action, up to suspension and termination of employment. The complete Drug Free Workplace Regulation (8.3.7ADR) can be found at: [policies.ecu.edu](http://policies.ecu.edu).

In addition to university sanctions, students & employees could face applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol. [21 U.S.C § 841-865 \(2021\)](#) sets forth the Federal penalties for unlawful acts in relation to illicit drugs and alcohol. [KRS Chapter 218A](#) & [KRS Chapter 244](#) sets forth the State penalties for unlawful acts in relation to illicit drugs and alcohol. The severity of the legal sanctions can vary depending on the prior offenses, the illegal activity that occurred (possession or trafficking), and the illegal substance involved. Conviction of a misdemeanor or felony can result in monetary fines and/or jail time. The more severe the violation, the more severe the penalty will be.

## Health Risks

[The National Institute on Alcohol Abuse and Alcoholism](#) (NIAAA) has research-based information about the impact drinking alcohol has on the body. Alcohol abuse can affect many of your major organs, including your brain, heart, liver, & pancreas. Over-drinking can cause disruption of the brain's communication pathways, causing changes in your thinking & physical movements. Effects on the heart include cardiomyopathy, arrhythmias, stroke, & high blood pressure. Alcohol greatly impacts the liver and pancreas. Heavy drinking can lead to steatosis, alcoholic hepatitis, fibrosis, & cirrhosis. Alcohol also causes the pancreas creates a toxic substance that will eventually lead to pancreatitis. Research also shows that certain cancers are prevalent amount individuals who struggle with alcohol abuse. This includes cancers of the head, neck, esophagus, liver, breast, & colon. Not only does heavy drinking effect your major organs, but it can also weaken your immune system. This increases the likelihood of developing a chronic illness. ("Alcohol's Effects on the Body." *National Institute on Alcohol Abuse and Alcoholism*, [www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body](http://www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body). Accessed 3 Aug. 2023.)

[The U.S. Drug Enforcement Agency](#) (DEA) enacted the [Controlled Substance Act](#) (CSA) to regulate 5 classes of drugs. The classes are narcotics, depressants, stimulants, hallucinogens, and anabolic steroids. These drugs carry a high potential for abuse and are similar in the way they affect the body. Some of these drugs have sanctioned medical uses. When they are used contrary to the medical use, that is considered drug abuse. In addition to the potential for drug abuse, these classes of drugs also have the high potential for physical dependency, psychological dependency, and addiction. The use of the illicit drugs covered by CSA affect the body in various ways. This includes, but not limited to, drowsiness, respiratory depression or failure, impaired coordination, slowed or rapid heartbeat, insomnia, seizures, heart attack, stroke, multiple organ failure, coma, & death. (*Drugs of Abuse: A DEA Resource Guide*, 2022, [www.campusdrugprevention.gov/sites/default/files/2022-11/2022\\_DOA\\_eBook\\_File\\_Final.pdf](http://www.campusdrugprevention.gov/sites/default/files/2022-11/2022_DOA_eBook_File_Final.pdf).)

## Educational Resources & Treatment

- The ECU Counseling Center (ECC) provides confidential psychotherapy and other psychological services for currently enrolled ECU students. ECC also provides psychoeducational events and programs to increase mental health awareness within the ECU community through prevention, education, and stigma reduction. It is of utmost importance to ECC to provide mental health services in a welcoming, comfortable, and multi-culturally sensitive environment for all in the ECU community. ECC can provide students with outpatient counseling for some substance use issues. We provide referrals to off-campus providers when the substance use issue is beyond our scope of practice, e.g., detox, active chemical dependence, any concern that requires drug testing, or concerns that require more intensive treatments like rehabilitation or intensive outpatient care.
  
- The ECU Psychology Clinic is an outpatient behavioral health facility operated by the Department of Psychology. Not to be confused with the University's Counseling Center, which services our student population, [the Psychology Clinic services faculty, staff, and students.](#) General services provided include:
  - Individual Therapy
  - Assessment, Evaluation, or Testing Services
  - Consultation Services
  - Couples & Family Therapy
  - Therapy, Processing, & Support Groups
  - Outreach Services
  - Telepsychological Services

As a non-profit organization, the Psychology Clinic does not accept insurance; rather, costs for services are based on a sliding scale, and individual sessions range from \$6.00 to \$40.00 per visit. For more information about the Psychology Clinic, please visit <https://psychologyclinic.ecu.edu/>.

- ECU provides an Employee Assistance Program through NexGen EAP. It is a no-cost, confidential, total wellbeing benefit available to employees and eligible family members. EAP coverage is paid for by the University and is free to employees and their families.

Services provided by the EAP are completely confidential. University officials (including HR staff) will not know either who has accessed these services, or for what reason. Services include:

- Mental Health Counseling - Members receive six sessions per issue with a mental health professional.
- Wellness Resources - Schedule coaching calls and get assistance with any area of wellness.
- Health Advocacy - Receive assistance on challenges surrounding healthcare.
- Entertainment Discounts - Up to 60% off through the Working Advantage discount program.
- E-Learning Resources

Additionally, university-provided health insurance plans include coverage for mental health services. There is no limit to the number of visits individuals can have with their mental health provider, but the individual's insurance plan selection will determine the amount of cost coverage available. A physician's referral is not required before a visit to a mental health provider if covered by university-provided health insurance. For information about university-provided health insurance, please visit <https://hr.eku.edu/employee-benefits>.

## University Statement

Eastern Kentucky University is committed to providing a healthy and safe environment for all students and employees. All students and employees are expected to comply with State Laws, Ordinances, Regulations, and University Policies. The University prohibits the service, sale, and consumption of Alcoholic Beverages on University Property and/or at University Events and Non-University Events except as permitted by law and specifically authorized by [University Policy: 9.1.1POL](#). The University specifically prohibits the abuse of, consumption of, unauthorized use of, and/or being under the influence of drugs while on university property and/or while on the job. The University desires to preserve an environment compatible with academic endeavors without unnecessarily restricting exercise of legal privileges, while also promoting an environment where there is zero tolerance for underage drinking and alcohol education and counseling programs are readily available. Students or employees in violation of local, State, or Federal laws and/or University Policies, may result in disciplinary sanctions up to expulsion, termination of employment, and/or prosecution.