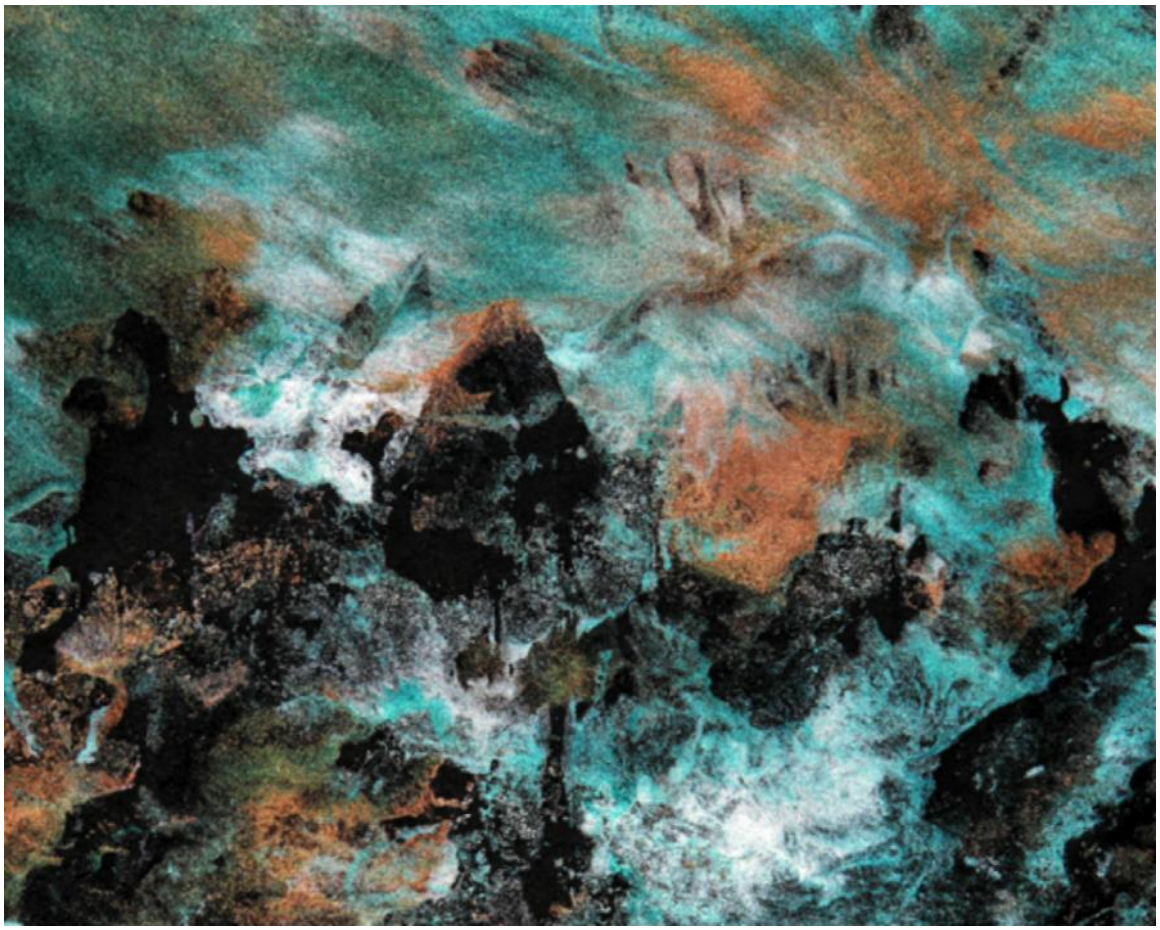
Drug and Alcohol Abuse Prevention Program (DAAPP)



Kansas City Kansas Community College

7250 State Avenue | Kansas City, KS 66112 | www.kckcc.edu

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INTRODUCTION AND BACKGROUND ON DRUG FREE SCHOOLS

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug Free Schools and Communities Act (DFSCA) requires an institution of higher education (IHE) such as Kansas City Kansas Community College (KCKCC), to certify that it has implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs by KCKCC students and employees on its property and as a part of any of its activities. At a minimum, an IHE must annually distribute the following in writing to all students and employees:

I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;

II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;

III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;

IV. A description of any drug or alcohol counseling, treatment, rehabilitation, or reentry programs that are available to employees or students; and

V. A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution for violations of the standards of conduct.

I. STANDARDS OF CONDUCT

A. Employees

KCKCC has adopted a Drug and Alcohol-Free workplace policy in an effort to prevent alcohol and drug use by its employees. KCKCC has also adopted a “smoke and tobacco free campus policy” in an effort to prevent the use of tobacco products on campus in order to create a healthful and comfortable environment for everyone. Employees must adhere to the requirements of these policies. Failure to comply with these policies may result in disciplinary action. The Chief Human Resources Officer is responsible for the administration of this policy. The policy is found here: https://www.kckcc.edu/files/docs/policies/human-resources/5.45-drug-and-alcohol-use-students-and-employees.pdf

KCKCC complies with all Federal, State, and Local laws pertaining to alcohol, drug, and tobacco use, possession, and distribution.

B. Currently enrolled students

KCKCC has adopted a Drug and Alcohol Use Policy for its students which prohibits the possession, use, distribution or manufacturing of any controlled substances by students. KCKCC has also adopted a “smoke and tobacco free campus policy” in an effort to prevent the use of tobacco products on campus and to improve student's overall health. The standards of conduct policies can be found in the KCKCC Student Code of Conduct located here: https://www.kckcc.edu/ files/docs/ policies/student-affairs/3.00-student-code-of-conduct.pdf

II. LEGAL SANCTIONS

A. Federal

Federal law provides both criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act as well as other related federal laws, the penalties for controlled substance violations includes, but is not limited to, incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal benefits (such as student loans and grants). See also a description of federal trafficking sanctions from the Drug Enforcement Administration (DEA) at https://www.dea.gov/sites/default/files/2021-12/Trafficking% 20Penalties.pdf

B. State

The State of Kansas has many laws regarding the manufacture, cultivation, possession, distribution, sale, and use of controlled substances. There are also numerous ordinances regarding the use of alcohol while driving, inappropriate sales, public intoxication, and furnishing of alcohol to minors. Additional information is available. In Chapters 21 and 41 of the Kansas Statutes, which are at https://kslegislature.gov/li_2012/b2011_12/statute/021_000_0000_chapter/021_057_0000_article/021_057_0001_section/021_057_0001_k/

C. Local

Kansas City, Kansas ordinances prohibit the sale, possession, and distribution of illegal drugs. There are also numerous ordinances regarding the use of alcohol while driving, inappropriate sales, public intoxication, and furnishing of alcohol to minors. Violations of these ordinances may result in fines, arrests, treatment programs, property forfeiture, or driver’s license suspension. Additional information is available at https://library.municode.com/ks/wyandotte_county_-_unified_government/codes/code_of_ordinances

III. HEALTH RISKS

A. Tobacco

Cigarette smoking is the leading preventable cause of death in the United States. *

- Cigarette smoking causes more than 480,000 deaths each year in the United States. This is nearly one in five deaths.
- Smoking causes more deaths each year than the following causes combined:
    - Human immunodeficiency virus (HIV)
    - Illegal drug use
    - Alcohol use
    - Motor vehicle injuries
- Smoking causes about 90% (or 9 out of 10) of all lung cancer deaths. More women die from lung cancer each year than from breast cancer.
- Smoking causes about 80% (or 8 out of 10) of all deaths from chronic obstructive pulmonary disease (COPD).
- Cigarette smoking increases risk for death from all causes in men and women.
- The risk of dying from cigarette smoking has increased over the last 50 years in the U.S.

**All information in this section is gathered from the Center for Disease Control website. More information can be found at*
https://www.cdc.gov/tobacco/about/?CDC_AAref_Val=https://www.cdc.gov/tobacco/data_statistics/fact_sheets/health_effects/effects_cig_smoking/index.htm

B. Alcohol Abuse

Alcohol's effects vary from person to person, depending on a variety of factors, including: *

- How much and how often you drink
- Your age and health status
- Your family history

Drinking alcohol is itself not necessarily a problem. Drinking too much alcohol, whether on a single occasion or over time, can have a range of consequences, and increase your risk for a variety of health problems.

Brain:

Alcohol interferes with the brain's communication pathways and can affect the way the brain looks and works. These disruptions can change mood and behavior and make it harder to think clearly and move with coordination.

Heart:

Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including:

- Cardiomyopathy – Stretching and drooping of heart muscle
- Arrhythmias – Irregular heartbeat
- Stroke
- High blood pressure

Research also shows that drinking moderate amounts of alcohol may protect healthy adults from developing coronary heart disease.

Liver:

Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including:

- Steatosis, or fatty liver
- Alcoholic hepatitis
- Fibrosis
- Cirrhosis

Pancreas:

Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

Cancer:

Drinking too much alcohol can increase your risk of developing certain cancers, including cancers of the:

- Mouth
- Esophagus
- Throat
- Liver
- Breast

Immune System:

Drinking too much can weaken your immune system, making your body a much easier target for disease. People who are frequently intoxicated are more likely to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after becoming intoxicated. Learn more about the effects of alcohol on your body.

*All information in this section is gathered from the National Institute on Alcohol Abuse and Alcoholism. More information can be found at https://www.n iaaa.nih.gov/alcohol-health/alcohols-effects-body

C. Drug Abuse

Drug abuse can alter a person's thinking and judgment, leading to health risks, including addiction, drugged driving and infectious disease. Most drugs could potentially harm an unborn baby; pregnancy-related issues are listed in the chart below for drugs where there is enough scientific evidence to connect the drug use to specific negative effects. *

**Information gathered from the National Institute on Drug Abuse website. More information can be found here* https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts

D. Prescription Drug Abuse

Some prescription medications have psychoactive (mind-altering) properties which can lead to them being abused—that is, taken for reasons or in ways or amounts not intended by a doctor, or taken by someone other than the person for whom they are prescribed. In fact, prescription and over-the-counter (OTC) drugs are, after marijuana and alcohol, the most commonly abused substances by Americans 14 and older. *

**Information gathered from the National Institute on Drug Abuse website. More information can be found here* https://www.drugabuse.gov/drugs-abuse/prescription-drugs-cold-medicines

IV. PREVENTION, TREATMENT, AND REHABILITATION PROGRAMS

*A. For Employees

i. Counseling, Treatment and Rehabilitation Programs

Any employee of Kansas City Kansas Community College can receive a free, confidential Drug and Alcohol screening in the Counseling & Advocacy Center, Upper Jewell Building Room 3371. They can schedule an appointment to meet with a licensed counselor by calling (913) 288-7640.

Employee Assistance Program (E.A.P.)

KCKCC cares about the health and wellbeing of its employees and recognizes that a variety of personal problems can disrupt their personal and work lives. While many employees solve their problems either on their own or with the help of family and friends, sometimes employees need professional assistance and advice. Through the Employee Assistance Program (E.A.P.), KCKCC provides confidential access to professional counseling services for help in confronting such personal problems as alcohol and other substance abuse, marital and family difficulties, financial or legal troubles, and emotional distress. The E.A.P. is available to all employees and their immediate family members, offering assessment, short-term counseling, and referral to appropriate community and private services. The E.A.P. is strictly confidential and is designed to safeguard employees' privacy and rights. Information given to the E.A.P. counselor may be released only if requested by the employee in writing. All counselors are guided by a Professional Code of Ethics. Personal information about employee participation in the E.A.P. is maintained confidentially. No information related to an employee's participation in the program is entered into the personnel file. There is no cost for employees to consult with an E.A.P. counselor. If further counseling is necessary, the E.A.P. counselor will outline community and private services available. The counselor will also let employees know whether any costs associated with private services may be covered by their health insurance plan. Costs not covered are the employee's responsibility. The Human Resources Benefits Coordinator may be contacted for further information.

Description of Available Services:

a. Outpatient assessment, counseling and referral for employees of KCKCC and their families.
    1. Wyandot Behavioral Health Network provides 6 (six) visits at no cost to the employee per family per rolling year from September to August. Thereafter, fees will be on a sliding scale basis and for health insurance coverage, if appropriate. Contact them at (913) 328-4623.
    2. All employees can utilize the Employee Assistance Program (EAP) services available through Magellen health Care at (800) 450-1327 or by going to their website at https://member.magellanhealthcare.com/, and enter Principal Care in the program name when creating an account. Employees do not need to be enrolled in the KCKCC health insurance coverage to use the EAP benefit.
b. Inpatient
    1. Costs of treatment at a licensed treatment facility to which an employee or family member is referred are the employee's responsibility and health insurance coverage, if appropriate.

B. For Students

i. Counseling, Treatment and Rehabilitation Programs

Any student of Kansas City Kansas Community College can receive a free, confidential drug and alcohol screening in the Counseling & Advocacy Center, Upper Jewell Building Room 3371. They can schedule an appointment to meet with a licensed counselor to receive the screening by calling (913) 288-7640.

Students may seek assistance through the Student Assistance Program (SAP). To access support for substance use, contact the SAP by calling (913) 288-7640 and pressing 1 at the prompt. Students can also access support through the WellTrack Boost App for their mobile device or online at https://kckcc.welltrack-boost.com/

ii. Drug and Alcohol-Free School Educational Activities

KCKCC provides prevention information for students and employees:

- Freshman Seminar BLUE Classes - Module 10 Health and Wellness. Substance Abuse Information
- Poster campaign - KCKCC Mythbusters provides facts to dispel substance use myths
- Employee Orientation presentation on EAP and substance abuse treatment.
- National Alcohol Screening Day information to all Students and Employees - April 11, 2024
- Tips for a Safe Spring Break Informational Email, March 8, 2023
- 3rd Millennium Alcohol and Cannabis prevention program for Centennial Hall residents
- Tabling event for International Overdose Awareness Day, August 31, 2023
- Tabling event for Red Ribbon Awareness Week, October October 23, 2024

Distribution of Publications:

Rethinking Drinking: Alcohol and Your Health - USDHHS
Breaking Free From Smoking Addiction - Channing Bete
Quitting for Life A Self Care Handbook- Channing Bete
Smoking: Medicines to Help You Quit – FDA Office of Women's Health
Tobacco Facts - Kansas Family Partnership
Sobriety, Making the Change. - Kansas City AA Central Office
Drunk Driving Is it worth it? - KDOT
Conducir Ebrio Vale la pena?? - KDOT
Underage Drinking Adult Consequences - KDOT
Menores alcohol consecuencias mayores - KDOT
The Facts about Fentanyl - CDC
Ecstasy Fast Facts - NDIC/DOJC/DOJ

C. Local Assistance Options for Employees and Students

Employees and Students can seek assistance to address drug or alcohol concerns through local agencies that provide assessment and treatment. Use of a local provider is at the expense of the student or employee. Some programs are available on a sliding fee scale, some accept insurance. When seeking assistance from local agencies it is important to discuss payment options for these services with the agency.

A list of local treatment facilities and their contact information, along with a description of the types of treatment they provide can be found in the index pages at the end of this document.

V. Discipline

A. Standards of conduct- Disciplinary Actions

i. For Employees and Students

It is KCKCC' s intention to provide a drug-free, healthy and safe workplace and environment. To promote this goal, students and employees are expected and required to report to work and class on time and in appropriate mental and physical condition. While part of any campus-based activity, (on or off KCKCC premises), no student or employee may use, possess, distribute, sell or be under the influence of alcohol or illegal drugs. Illegal or prohibited drugs include but are not limited to marijuana, alcohol, cocaine, opiates, phencyclidine (PCP) and amphetamines. Any student or employee found engaging in such activities violates the law and shall be subject to disciplinary action. The legal use of prescribed drugs by students and employees is permitted on college premises only if it does not impair their abilities to perform tasks effectively and in a safe manner and does not endanger other individuals in the College. Employees who take over-the counter or prescribed medication are responsible for being aware of any effect the medication may have on the performance of their duties and must promptly report to their supervisors the use of medication likely to impair their ability to do their job. Any employee who fails to notify his/ her supervisor shall be subject to disciplinary action, up to and including termination. Moreover, employees who take over-the-counter or prescribed medication contrary to physician or manufacturer's instructions may be subject to disciplinary action, up to and including termination.

The Drug-Free Workplace Act requires all employees of KCKCC to notify the College of any criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction. "Conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by a judicial body charged with the responsibility to determine violation of federal or state criminal drug statues. Students receiving Pell grants must certify that they will not engage in unlawful manufacture, distribution, possession, or use of a controlled substance during the period covered by the Pell grant. This policy applies both on and off campus. Students must report any criminal drug statute convictions in writing, within ten days, and are subject to suspension of payments, termination of Pell grants, or debarment. If debarred, the student may be ineligible for an award of Pell funds for up to five years.

B. Sanctions

i. Employees

Violations of the Drug and Alcohol Free Workplace policy may lead to disciplinary action, up to and including immediate termination of employment. Prior to the application of any disciplinary action, employees will be afforded all due process rights to which they are entitled as outlined in their contract, KCKCC policies, and/or the provisions of Kansas Law. In addition, employees may be referred to the assigned Employee Assistance Program. In lieu of termination or dismissal for first time offenses, employees may be required to complete an alcohol/drug abuse intervention or treatment program as a condition of continued employment. The cost of such program will be the employee's responsibility. In addition, such violations may also have legal consequences. Sale or distribution of an illicit drug will be automatic grounds for termination. Employees with questions or concerns about substance dependency or abuse are encouraged to use the resources of the Employee Assistance Program. Those with questions concerning this policy may discuss these matters with their supervisor or the Chief Human Resources Officer without fear of reprisal.

ii. Students

By definition, a student is a person enrolled in any course or program leading to the award of an academic degree, certificate, or other educational credential program at an institution of higher education. Students who violate the terms of this policy will be reported to the appropriate college officials and may be subject to the following sanctions: 1. Placement on probationary status. 2. Temporary suspension from classes and activities. 3. Suspension for a semester from classes and activities. 4. Required participation in a drug

and alcohol intervention, counseling or treatment program at their own expense. 5. Expulsion. Students subject to these penalties will be afforded all due process rights to which they are entitled by law or under current policies affecting student discipline. In addition to the above sanctions, a student may be required to meet with the Dean of Student Services. In lieu of suspension or expulsion for a first-time offense, a student may be required to complete a drug/alcohol abuse intervention or treatment program as a condition of continued enrollment. The cost of completing such a program will be the student's responsibility. Sale, manufacture, or distribution of an illicit drug will be grounds for automatic expulsion. See the Student Code of Conduct at the following link for more information:

https://www.kckcc.edu/files/docs/student-resources/student-handbook-and-code-of-conduct.pdf

iii. Student Appeal of Disciplinary Action

If the Dean of Student Services imposes disciplinary action against a student, he/she will be informed in writing of the nature and terms of such disciplinary action and will be further advised of the right to appeal the decision using the following procedures which can be found at https://www.kckcc.edu/files/docs/policies/student-affairs/3.00-student-code-of-conduct.pdf.

a. The student may appeal the decision of the Dean of Student Services to the Vice President of Enrollment Management and Student Services.

b. If a student chooses to appeal a disciplinary decision, he/she must deliver a written appeal to the office of the Vice President of Enrollment Management and Student Services withing seven (7) working days of the date on the notice of the disciplinary action. Failure to do so by the student will be deemed as a waiver of the student’s right to appeal, and the decision will be final. The written appeal shall state the reasons that the student believes the decision of the Dean of Student Services should be modified or reversed. For the purpose of this procedure, a “working day” shall be a weekday during which regular classes are being held at the College.

c. Within seven (7) working days of the date that the notice of appeal is received, the Vice President of Enrollment Management and Student Services shall notify the student in writing of the time, date, and place of the appeal proceeding.

d. The appeal proceeding shall be held not less than seven (7) working days after the date that the Vice President of Enrollment Management and Student Services sends the appeal notice.

e. The student and the administration shall have the following rights during the proceeding:

1. To hear or read a full report of the testimony of the other party's witnesses.
2. To present witnesses in person or to present their testimony by sworn affidavit.
3. To testify and give reasons supporting their respective positions.
4. To have the proceeding conducted in an orderly manner.
5. To have the Vice President of Enrollment Management and Student Services render a fair and impartial decision based upon substantial evidence presented at the proceeding.
6. The proceeding shall not be open to the public.

f. After the proceeding, the Vice President of Enrollment Management and Student Services shall prepare a written decision affirming, modifying, or reversing the Dean of Student Services' decision and summarizing the evidence supporting its decision. The decision shall be mailed to the student no later than seven (7) working days after the close of the proceeding.

Note: At the discretion of Vice President of Enrollment Management and Student Services, a Campus Appeal Board may be convened, comprised of the following members:

1. Two faculty representing Faculty Senate
2. Two staff representing Staff Senate

These individuals are trained in all measures of due process and disciplinary procedures.

Once the hearing is conducted by the Campus Appeal Board, a written recommendation is submitted, affirming, modifying, or reversing the Dean of Student Services' decision and summarizing the evidence supporting its decision. It is then the responsibility of the Vice President of Enrollment Management and Student Services to make a final determination of the status of the appeal.

g. If either party is dissatisfied with the decision of the Vice President of Enrollment Management and Student Services, that decision may be appealed to the College President. Such appeal must be made in writing within seven (7) working days of the day the Vice President of Enrollment Management and Student Services decision was mailed to the student.

The President will follow the same procedure utilized by Vice President of Enrollment Management and Student Services. The President's decision shall be rendered within seven (7) working days. The President's decision shall be final.

h. Unless appealed, any disciplinary action imposed by the Dean of Student Services shall become effective as of the date that the time to file an appeal to the Vice President of Enrollment Management and Student Services has expired.

The College reserves the right to exclude from campus any person whom it reasonably believes poses a threat to the safety of any other person on campus.

If the student appeals to the Vice President of Enrollment Management and Student Services, the effective date of any disciplinary action will be the date after the Vice President of Enrollment Management and Student Services issues his/her decision. An appeal to the President shall not alter the effective date of any disciplinary action imposed by the Vice President of Enrollment Management and Student Services.

VI. DAAPP DISTRIBUTION

A. To Employees

Current employees will receive the current DAAPP by email 2 times annually, during Spring and Fall Semesters. The most current DAAPP will also be available on the KCKCC website.

B. To Students

Current students will receive the current DAAPP by email 2 times annually, during Spring and Fall Semesters. The most current DAAPP will also be available on the KCKCC website.

VII. UPDATES TO THE DAAPP AND BIENNIAL REVIEW

The DFSCA Committee is responsible for updating and distributing the DAAPP to employees and current students, as well as conducting the biennial review.

Local Treatment Providers Chart1

LOCAL TREATMENT PROVIDERS

Facility Name, Address, Phone Website, Email Address	Type of Facility, Description
Addiction Stress Center Kansas City **1255 North 78th Street** **Kansas City, KS 66112** **(913) 299-9255**	**Alcohol and Drug Treatment (Outpatient)**
Behavioral Health Group **1125 North 5th Street** **Kansas City, KS 66101** **(913) 342-0888** **Website: https://www.bhgrecovery.com/**	**Alcohol and Drug Treatment (Outpatient)**
Bel Aire Recovery Center **4969 North Tierra Lakes Parkway** **Bel Aire, KS 67226** **(888) 751-7273** **Website: https://belairerecovery.com/**	**Substance Abuse Treatment (Inpatient)**
Chautauqua Counseling Center **707 Minnesota Avenue, Suite 507** **Kansas City, Kansas 66101** **913-281-1995** **Website:** **http://www.chautauquacounseling.com/**	**Alcohol and Drug Treatment (Outpatient)**
Eastern Kansas VA Healthcare **4101 South 4th Street** **Leavenworth, KS 66048** **(913) 281-7860 or (913) 628-2000** **Website: https://www.va.gov/eastern-kansas-health-care/locations/dwight-d-eisenhower-department-of-veterans-affairs-medical-center/**	**Intensive and Aftercare Outpatient Programs** **(Assessment for in and outpatient treatment)**

Local Treatment Providers Chart2

Facility Name, Address, Phone Website, Email Address	Type of Facility, Description
Heartland RADAC **4810 State Avenue** **Kansas City, KS 66101** **or** **432 Walnut Street** **Leavenworth, KS 66048** **(913) 789-0951 or (800) 281-0029** **Website: http://www.hradac.com/**	**Assessment for in and outpatient treatment**
KU Medical Center **3901 Rainbow Blvd** **Kansas City, KS 66160** **(913) 588-6493** **Website:https://www.kansashealthsystem.com/care/specialties/addiction-psychiatry**	**Drug Treatment (Outpatient)**
Mirror **6221 Richards Dr.** **Shawnee, KS 66216** **(913) 248-1943** **Website: http://www.mirrorinc.org**	**Alcohol and Drug Treatment (Residential and Outpatient)**
Wyandot Behavioral Health Network - RSI **1301 N 47th Street, Building B** **Kansas City, KS 66102** **(913) 956-5620** **Website: www.rsicrisis.org**	**24-hour assessment and triage, Crisis Observation, and Crisis Stabilization, Sobering Beds**