

Alcohol & Drug Prevention Program & Policy

Under the "Drug Free Workplace Act of 1988" and the "Drug Free Schools and Communities Act Amendments of 1991" the Academy is required to notify all employees and students of its specific alcohol and drug policy program.

The elements of the policy and program include consequences that may follow the use of alcohol and other drugs, and sanctions that may be applied both by the Academy and by external authorities. The law requires that individuals be notified of possible sources of assistance for problems that may arise as a result of use. The following material is provided to supplement the comprehensive policies that are being prepared in accordance with the Task Force report.

This policy is intended to educate members of the Academy community about the health risks associated with the use and abuse of alcohol and other drugs and about the resources available for counseling and therapy. In addition, in order to assure a work and learning environment that promotes the Academy's mission and proper function, the Academy prohibits unlawful possession, use, or distribution of alcohol or illicit drugs by faculty, staff, or students on Academy property or as a part of any Academy activity. Federal and state sanctions also apply to such conduct.

Prevention strategies include efforts to change inappropriate community norms regarding alcohol and other drug use, to alter environmental factors that support inappropriate use, and to provide information and skills regarding sensible use.

Health Risks

The use or abuse of alcohol and other drugs increase the risk for a number of health related and other medical, behavioral, and social problems. These include acute health problems related to intoxication or overdose (blackouts, convulsions, coma, death); physical and psychological dependence; malnutrition; long-term health problems, including cirrhosis of the liver, organic brain damage, high blood pressure, heart disease, ulcers, and cancer of the liver, mouth, throat, and stomach; contracting diseases, such as AIDS, through the sharing of hypodermic needles; pregnancy problems including miscarriages, still births and learning disabilities; fetal alcohol syndrome (physical and mental birth defects); psychological or psychiatric problems; diminished behavior (hangovers, hallucinations, disorientation, slurred speech); unusual or inappropriate risk-taking which may result in physical or emotional injury, or death; violent behavior towards others, such as assaults and rape; accidents caused by operating machinery while impaired; impaired driving resulting in alcohol and drug-related arrest, traffic accidents, injuries, and fatalities; negative effects on academic or work performance; conflict with co-workers, classmates, family, friends, and others; conduct problems resulting in disciplinary actions, including loss of employment; and legal problems including imprisonment.

Counseling and Treatment Programs

The Academy encourages individuals with alcohol or other drug-related problems to seek assistance.

The following is a list of resources:

Breakthrough Inc
227 South 5th St
Salina, KS 67401
785-823-8884

Central Kansas Mental Health Center
809 Elmhurst
Salina, KS 67401
785-785-823-6322

Alcohol & Drug Treatment Program
405 East Iron Ave
Salina, KS 67401
785-823-0001

Academy Sanctions

Unlawful possession, use, manufacture, or distribution of alcohol or illicit drugs by faculty, staff, or students on Academy property or as a part of any Academy activity may lead to sanctions within the Academy, the severity of which shall increase as the seriousness of the violation increases. Sanctions include:

A verbal or written reprimand;

Completion of an appropriate rehabilitation program;

A disciplinary warning, with notice that repetition of the offense or continuation of the offense may result in a more serious sanction;

Suspension from the Academy (student) or from employment (employee) or from a specific Academy activity or facility for a fixed period of time or until completion of specified conditions, such as completion of an appropriate rehabilitation program;

Expulsion from the Academy (student) or termination of employment (faculty and staff); and/or

Other appropriate sanctions

External Sanctions

Unlawful possession, use, manufacture, or distribution of alcohol or illicit drugs may also lead to a referral to the appropriate local, state, and/or federal authorities for prosecution for a misdemeanor or felony, depending on the nature of the offense. The sanctions for such offenses may include fines and/or imprisonment.

For example, under federal laws trafficking in drugs such as heroin or cocaine may result in sanctions up to and including life imprisonment for a first offense involving 100 grams or more. Fines for such an offense can reach \$4 million. Offenses involving lesser amounts, 10-99 grams may result in sanctions up to and including 20 years imprisonment and fines of up to \$20 million. A first offense for trafficking in marijuana may lead to sanctions up to life imprisonment for an offense involving 1,000 kg or more or up to 5 years imprisonment for an offense involving less than 50 kg. Such an offense carries with it fines that can reach \$4 million for an individual offender. Federal and State sanctions for illegal possession of controlled substances range from up to one-year imprisonment and up to \$100,000 in fines to three years imprisonment and \$250,000 in fines for repeat offenders. Under Michigan laws, use of marijuana is a misdemeanor punishable by up to 90 days in jail and a \$100 fine. Delivery of marijuana is a felony punishable by up to four years imprisonment and up to \$2,000 in fines. Violations may also lead to forfeiture of personal and real property and denial of federal benefits, such as grants, contracts, and student loans.

The State of Kansas may impose a wide range of sanctions for alcohol-related offenses. For example, a first drunk driving offense will receive 48 hours of mandatory imprisonment or 100 hours of community service and must complete a court ordered alcohol and drug safety action education program and/or treatment program (at your expense). In addition, you will be fined \$500 to \$1,000 plus court costs, probation and evaluation fees. Your driving privileges will be suspended for 30 days, then restricted for an additional 330 days. Your vehicle can be impounded for up to one year.

Any minor under the age of 21 who is found to possess, consume, obtain, purchase or attempt to purchase alcoholic liquor or a cereal malt beverage can be charged with what is commonly known as "Minor in Possession (M.I.P.)", a Class C misdemeanor. Sometimes this is also referred to as a "Minor in Consumption (M.I.C.)" where a minor is found to have been drinking but does not have alcohol in his or her possession. They are both the same thing. M.I.P is punishable by a fine of up to \$500, 40 hours of community service and the completion of an educational program dealing with the effects of alcohol.

Distribution of Policy

A copy of this policy statement shall be distributed annually to all faculty, staff, and students.

Review of Academy Program and Policy

Biennially, the Academy shall review its "Alcohol and Drugs Prevention Program and Policy on Alcohol and Drugs" to determine the program's and policy's effectiveness and implement changes, if needed, and to ensure that the Academy's disciplinary sanctions are consistently enforced.