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EGERTON UNIVERSITY

ALCOHOL AND DRUG ABUSE POLICY

MAY 2013

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ALCOHOL AND DRUG ABUSE POLICY

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FOREWORD

The impact of alcohol and drug abuse on human life and society at large has become not only a global and national health concern, but also a threat to the social economic development of the Kenyan nation. It is out of this concern, that the National Agency for the Campaign Against Drug Abuse (NACADA) was established by the government to steer the campaign against alcohol and drug abuse. Egerton University is committed to the fight against alcohol and drug abuse amongst its employees and students. The development and implementation of the alcohol and drug abuse policy is aimed at facilitating the domestication of the (NACADA) policy in the University. It is evident for the University to achieve its vision and mission, the campaign against alcohol and drug abuse must be intensified and made the responsibility of all parties in the University in order to combat and overcome the problem. This requires the active participation of all individuals, students, employees, heads of departments, supervisors and the entire management team, so as to realize the success of the campaign.

This ADA policy document has been developed to provide guidelines and strategies for the prevention, support and treatment programmes and activities to curtail the problem of alcohol and drug abuse in the University as a work place and an academic institution. I would like to call upon members of the University community to recognize the importance of this policy and work diligently, both individually and collectively to implement the strategies and activities for the prevention, control and management of alcohol and drug abuse.

The work of the alcohol and drug abuse committee which was formed to

formulate this policy is recognized and appreciated. The University Management commits to support the outlined programmes and activities as well as to provide the necessary resources in order to achieve the objectives of the policy.

A handwritten signature in black ink, reading "J. K. Tuitoek." The signature is written in a cursive style with a prominent initial "J".

Prof. j. K. Tuitoek, PhD., EBS
Vice Chancellor

DEFINITION OF TERMS

Drug: A pharmaceutical substance which when taken into the body will modify or alter the way the body functions from its normal state to abnormal state.

Illicit Drug: A drug that is illegal.

Licit Drug: A drug that is legally available or with or without the prescription, for example over the counter drugs.

Drug Abuse: Use of drugs for reasons other than medical or therapeutic.

Alcoholism: A term generally taken to refer to chronic continual drinking or periodic consumption of alcohol which is characterized by impaired control over drinking, frequent episodes of intoxication, and preoccupation with alcohol and the use of alcohol despite adverse consequences.

Intervention: An attempt by one or more people to get the drug addict to seek professional help.

Rehabilitation: The process by which an individual with a substance use disorder achieves an optimal state of health, psychological functioning and social well being.

Treatment: A comprehensive approach to the identification, assistance (and)... health care... with regard to persons presenting with problems caused by the use of psychoactive substance.

Relapse: A return to drinking or other drug use after a period, of abstinence, often accompanied by rein statement of dependency symptoms.

1.0 INTRODUCTION

Drug use is not new in human history. Humans have been using alcohol and plant derived drugs for thousands of years since the appearance of Homo-Sapiens on the planet earth. Alcohol and drugs were used for their presumed therapeutic (healing) effects. Some people have always over used, misused and abused these substances. A drug is any chemical substance which when taken into the body will alter the way the body functions from its normal state to abnormal. Drug abuse refers to the use of illegal drugs or the inappropriate use of drugs which affects the body and causes abnormal functioning.

Similar to drug abuse problems in society, alcohol use and alcohol related problems are widely experienced virtually in all societies of the world. Alcohol use is associated with thousands of traffic fatalities, and has been correlated with homicides, assault, family violence and suicide. The use and abuse of alcohol and drugs by the youth and young adults is viewed as a way of coping with problems, anxieties and the uncertainties of growing up and effective living in modern society. Personality, genetic factors, as well as environmental influences are signified determinants of alcohol and drug abuse.

In Kenya today, both in the urban and rural settings, alcohol and drug abuse is rampant and on the rise. The use of these substances, especially among the youth and young adults has resulted in increases in criminal acts, family violence, health damage, risky sexual behavior and other risky social behaviors. Discipline problems in schools and institutional disturbances and unrest are some of the consequences of drug abuse by students.

According to study findings, cannabis sativa (bhang) is the most abused drug in Kenya, followed by heroin, khat, cocaine, benzodiazepenes, inhalants and amphetamines.

A report by UNODC (2010) indicated that the number of people using amphetamine-type stimulants (estimated at around 30-40 Million) is likely to exceed the number of opiate and cocaine users combined. There is also evidence of increasing abuse of prescription drugs meant for disease treatment, which are turned into psychoactive drug abuse. The report reveals that Cannabis Sativa (Bhang) remains the most widely produced and used illicit drug, which is grown in almost all countries of the world (Including indoor cultivation) and is consumed by more than 190 million people globally. In Kenya, Schools, Colleges and Universities have become targets of drug sale and consumption. Drug dealers surrounding learning institutions target students who are easily recruited and involved in drug use. A baseline Survey (NACADA 2004) on drug and substance abuse targeting 10-24 years old youth established that the trend of drug and substance abuse was on the increase.

The report revealed the most abused substances as: alcohol, tobacco, miraa (khat), bhang, inhalants and prescription drugs like valium. The extent and trend of alcohol and drug abuse among Kenyan youth poses great danger to their health and development and ultimately a potentially dangerous threat to social and economic well being of the nation.

2.0 RATIONALE

A special session of the UNO Assembly devoted to the "Countering the

World Drug Problem Together" (1998) declared that "Drugs destroy lives and communities, undermine sustainable human development and generate crime. Drugs affect all sectors of society in all countries in particular; drug abuse affects the freedom and development of young people, the world's most valuable asset. Drugs are a grave threat to the health and wellbeing of mankind, the independence of states, democracy, the stability of nations, the structure of all societies, and the dignity and hope of millions of people and their families. Therefore, a call is made upon all communities, especially families and the political, religious, educational cultural, sports, business and upon leadership and non governmental organizations and the media world wide to actively promote a society free of drug abuse, especially by emphasizing and facilitating healthy, productive and fulfilling alternatives to the consumption of illicit drugs, which must not become a way of life.

It is in view of the prevailing alarming drug and alcohol abuse situation that Egerton University has found it necessary to develop an alcohol and drug abuse policy to create and sustain a conducive academic and work environment for its staff and students. The University in accordance with its stated vision, mission and core values seeks to provide an environment conducive to effective work for its employees and the pursuit of knowledge for students, in order to foster their social, cultural and intellectual well being.

The University acknowledges the fact that it is important to create a campus environment free from conditions that can prove harmful to employees and students. Behaviour resulting from alcohol and drug abuse endangers individual users and other people. Alcohol and drug abuse also results to

low work productivity and poor academic performance, high employee absenteeism, high student drop out rate, thus undermining the overall mission of the University. Alcohol and drug abuse are recognized as harmful agents that limit a persons full participation in, and contribution to the realization of the mission of the University. Towards this end, the University, therefore strictly prohibits alcohol and drug abuse in all its premises by staff and students.

In enforcing the above stated policy, the University recognizes its duty to provide care to its staff and students. Alcohol and drug addiction problem is a treatable condition and consequently, will offer programmes and services to assist staff and students with drug abuse related problems to obtain treatment and rehabilitation in order to maintain good health status.

Individuals among the University Community experiencing alcohol and drug abuse addiction problems will be assisted to obtain treatment, but such individuals need to be cautioned that failure to seek treatment may ultimately result in disciplinary measures against them which may end in termination of employment, or studies discontinued from the University in the case of students.

3.0 OBJECTIVES OF THE ADA POLICY

1. Enable the University to provide a support system that mitigates against alcohol and drug abuse.
2. Identify factors and circumstance that influence staff and students to use and abuse alcohol and drugs.
3. Enable the University safeguard and promote good health, social welfare, safety and security to its community members

through programmes and activities which promote healthy lifestyles.

4. Establish a corporate culture and practices within the University's environment that prevent alcohol and drug abuse.
5. Provide staff and students with information about alcohol and drug abuse.
6. Provide guidelines on the early detection, intervention, treatment and rehabilitation of cases of alcohol and drug abuse.
7. Create a drug and alcohol free environment and promote confidence, morale, increase productivity and efficiency among staff members and students.
8. Provide education and awareness programmes on drug and alcohol abuse and encourage staff and students to utilize available treatment and rehabilitation resources to reverse addiction
9. Enable the University to create an environment of dealing with alcohol and drug abuse problem consistently and firmly through research, evaluation, information sharing and discussion.

4.0 POLICY PRINCIPLES AND GUIDELINES

The following are some of the remedial measures to mitigate alcohol and drug abuse and the related negative effects through good employment practices.

4.1 Identification of Working Environment Related Risks

Identify related risks in relation to alcohol and drug abuse. For example some job situations may act as stressors hence contributing to alcohol and drug related problems. Academic stress may also contribute to alcoholism/ and drug abuse related problems. The employer/management, in collaboration with staff and students will identify and take appropriate preventive or remedial measures.

4.2 Corporate Culture and Practices

In corporate responsibility the employers/managers must discourage development of organizational culture that encourages or facilitates alcohol and drug abuse in the University and promote activities that are alcohol free.

4.3 Early Diagnosis and Prompt Treatment

The University staff, student counselors, medical department, academic departments, non teaching department and the Dean of Students' Office have the responsibility of identifying early abusers of alcohol/ drugs and referring them for treatment through the available supportive units. Proactively providing services to employees in such high risk jobs and developing wellness programs for staff and students.

4.4 Job Placement for Rehabilitated Workers

When a worker voluntarily discloses a previous history of alcohol or drug abuse related problem's to the University, it will, where reasonably practicable avoid exposing the rehabilitated individual to a working situation similar to that which, in the past, may have led to such problems.

4.5 Quarterly Reports on Alcohol and Drugs

The University should encourage all departments to generate reports on alcohol and drug incidences and eventually initiate an institutional magazine on alcohol / drug abuse. Rewards should be generated on those quitting abusing drugs.

4.6 Suggestion Boxes

The university should avail suggestion boxes for the employees and students to report colleagues who might need counseling, treatment and rehabilitation to deal with their alcohol and drug abuse condition.

4.7 Medical Insurance

The University will avail an insurance cover; (medical scheme) to provide:

- i. Drug/ alcohol out patient (detox treatment)
- ii. Counseling services
- iii. Admission to rehabilitation centers and half-way houses

5.0 REGULATIONS ON ALCOHOL AND DRUG ABUSE

5.1 Restriction on Illicit Drugs and Alcohol

1. Egerton University will prohibit access, sale, possession, distribution, manufacture or consumption of alcohol and other drugs at University premises except where legal permit or advance consent from the university has been obtained.
2. As part of corporate culture and practice, the employer, after

consultation with staff and students will ensure that alcohol is not an item for expense account reimbursement.

3. The University strictly prohibits staff and students from appearing in any of its premises manifestly under the influence of alcohol and drug abuse will not be allowed to interfere with its housing, campus safety and security, co-curricular activities, classroom learning or any of its functions.
4. The University prohibits aiding an underage person (under 18) in the purchase or consumption of alcoholic beverages.

5.2 Availability of Non-alcoholic Beverages

In place of alcoholic beverages, the University will ensure that non alcoholic beverages, including water, are made available in appropriate and convenient locations

5.3 Payment in Kind

The policy will prohibit the University from paying any wages in the form of alcohol or drugs. In addition, the University will be prohibited from paying any wages or rewards by giving objects or material that in any way may trigger alcohol and drug cravings in persons undergoing rehabilitation.

5.4 Prohibition of Advertisement of Alcohol and Drugs at the University

The University will ensure that alcohol and drugs are not advertised in the institution. Indirect advertisement through sponsorship of University activities such as sports will be expressly prohibited.

6.0 PREVENTIVE PROGRAMMES

The University ADA policy will focus on preventive aspects of alcohol and drug abuse. The policy will develop information, education and training programmes covering the following areas:-

1. Information on effects of alcohol and drug abuse on the physical, psychological, social and health aspects of human beings.
2. Information about the University environment in relation to alcohol and drug abuse measures to prevent such abuse from occurring and the available services to assist the employees/ students who may be abusing alcohol and drugs.
3. Training for university management, academic staff and non academic, and students and peer educators on alcohol related issues to enable them detect and deal with individual abusing alcohol and drugs.
4. Development of employee assistance programmes (EAPS) and equipping employer/ manager with knowledge and skills to identify individuals with alcohol and drug related problems and make early detections, provide counseling and preventive education.
5. Assessment of the work environment and identifying working methods or conditions which would need to be changed or improved to prevent, reduce or otherwise better

- manage alcohol and drug related problems,
6. Furnish all the employees with information on accredited treatment and rehabilitation services providers in the country.
 7. Organize seminars and workshops on alcohol and drug abuse to staff and students periodically.
 8. Ensure the university ADA policy is availed to all employees and students.
 9. Introduce and organize alcohol and drug awareness week in the University calendar.
 10. The ADA policy will support collaborative research and other linkages on alcohol and drug abuse.
 11. The University will come up with programmes on drug and alcohol abuse targeting surrounding community.

7.0 ALCOHOL AND DRUG ABUSE EFFECTS

1. Important social, occupational and recreational activities are given up or reduced because of substance abuse.
2. A great deal of time is spent on activities necessarily to obtain the abused substance.
3. Persistent substance abuse leads to withdrawal symptoms with serious health consequences such as psychosomatic illness, anxiety, depression, liver cirrhosis, heart problems and brain damage.

4. Impaired judgment and coordination that causes accident that often end in fatal body injury.
5. Psychoactive drugs and alcohol intoxication can lead to distortion of self concept and reality of situations.
6. Alcohol and drug abuse result in indulgence in deviant social and sexual behavior that may end up with unplanned pregnancy and HIV/AIDS infection.
7. Alcohol and drug abuse can cause human sexual and reproductive dysfunctions.
8. Intellectual concentration and work productivity are impaired by excessive alcohol and drug abuse.
9. Drug and alcohol abuse contributes to millions of Kenyan shillings of lost productivity and many other problems related to health, academics and social issues.

8.0 IDENTIFICATION OF ALCOHOL AND DRUG ABUSE PROBLEMS

1. The University reserves the right to demand a drug or alcohol test of any employee/student based upon reasonable suspicion. Reasonable suspicion includes, but is not limited to, physical evidence of use, involvement in an accident, or a substantial drop in work performance or poor academic performance.
2. Drug abuse may include use of prescribed or over-the-counter medication which can affect work place performance or academic performance.

3. Identification procedures-

a. Individual Employees/Students- as a result of the prevention programmes, an employee/student can manifest symptoms and a range of behaviour that indicate alcohol or drug abuse problems and dependency. Such worker/student should report to the relevant authorities for help.

b. Colleagues and Peer Identification-Problem drinkers and drug abusers can be identified by colleagues or peers by their poor performance, high sickness absence or poor interpersonal relationships.

c. Departmental Heads /Supervisor Identification-Abuse of alcohol or drugs can affect performance and behaviour at work, academic process, social interactions and health. Where there is falling off of standards of work performance, academic achievement or behaviour, the departmental heads/supervisor has reason and responsibility to respond.

d. Compulsory Screening

To assist in the implementation of this policy an established screening procedure to test for the presence or abnormal substance in the body is carried out in four circumstances:-

1. As part of a pre-employment medical assessment
2. With 'cause' screening
3. Random screening

4. Follow up random screening as a responsible employer/student.

4. Ethical Standards in the Screening Procedures

Individual screening as both a moral and ethical issue may touch on constitutional rights enjoyed by every citizen. When addressing issues relating to alcohol and drug abuse, all parties should be sensitive to the individual's rights to confidentiality, privacy and dignity.

9.0. HUMAN RESOURCE MANAGEMENT ISSUES- ASSISTANCE, TREATMENT AND REHABILITATION PROGRAMMES

9.1 Dealing with Workers who have an Alcohol and Drug Abuse Problem

- 1 Employees and students with alcohol or drug abuse related problems will not be discriminated against and will access healthcare services similar to those with other health problems.
2. Employees will receive similar benefits like paid sick leave, paid annual leave, leave without pay and healthcare insurance coverage, in accordance with Kenyan laws and practices.
3. Rehabilitated workers will be reintegrated into normal working system and helped to adapt to the prevailing working conditions.

9.2 Job Security and Promotion

Employees who seek treatment and rehabilitation for alcohol or drug

abuse related problems will not be discriminated against by the employer and will enjoy normal job security and opportunity for career development and advancement.

9.3 Assistance to Employees

1. Egerton will coordinate the assistance programmes for workers with alcohol and drug abuse problems. This will be done through the establishment of Employee Assistance Programmes (EAPs) in cooperation with the workers.
2. The EAPs will be guided by the principles of confidentiality (in information sharing and records) as well as integration of family, employer, colleagues and friends support.
3. The EAPs will include counseling, treatment and rehabilitation programmes which are adapted to the individual needs of the person concerned.

9.4 Intervention and Disciplinary Procedure

1. Employees who have problems with alcohol and drug abuse will be treated as persons suffering from normal health problems. Therefore in such circumstances, the University having the authority to discipline, will offer counseling, treatment and rehabilitation alternatives before consideration is given to imposition of disciplinary measures.
2. However an employee who is found to have violated the drug policy will be subjected to disciplinary measures, up to and

including termination/ discontinuation from the University.

3. As part of discipline the employees / students may be required to participate in their rehabilitation as a condition of continued employment/studies. In such a case the staff /student will be required to produce a certificate of completion of rehabilitation services.
4. The University reserves the right to conduct a random drug or alcohol test on any employee/ student if there is a reason to believe that the individual is abusing drugs and will be followed by disciplinary action taken against such an individual.
5. The University retains full discretion on whether, when and under what conditions an employee/ student are re-employed/admitted after violation on this policy.
6. Employee's / student's decision to seek voluntary help [before one is found to have violated the policy] will not be used as a basis for disciplinary action. In order for a decision to seek help to be considered voluntarily, it must occur before an individual is discovered to have violated this policy in any manner.
7. An employee struggling with alcoholism will be allowed [3] admissions for treatment and rehabilitation but those who do not change will be forwarded to the University Medical Board with possibility of their services being terminated.

10.0 MANDATE AND TERMS OF REFERENCE OF THE UNIVERSITY ALCOHOL AND DRUG ABUSE COMMITTEE

The Alcohol and Drug Abuse Committee is charged with the overall responsibility of coordinating all matters relating to prevention and control of alcohol and drug abuse in the University, including:

- 1) Coordination of the implementation of the Alcohol and Drug Abuse policy.
- 2) Preparation of a budget proposal for ADA policy implementation to the-management for approval by University Management.
- 3) Sensitization and awareness campaigns on danger of alcohol and drug abuse among all employees and students.
- 4) Coordinating design and production of information, education and communication materials.
- 5) Advising the University management on effective approaches in dealing with alcohol and drug abuse problems.
- 6) Sustained development and periodic review of the ADA policy provisions within the university.
- 7) Monitoring, evaluation and reporting progress of ADA policy to DVC [A&F], NACADA, and the University Directorate of Planning and Development.
- 8) Liaise with relevant authorities to establish support groups within the University such as Alcoholic Anonymous [AA] and Narcotics Anonymous [NA].

- 9) Work on the establishment of a University Alcohol and Drug Abuse Rehabilitation Centre and oversee its functions.
- 10) Conduct annual baseline survey on alcohol and drug abuse among employees and students in the University.

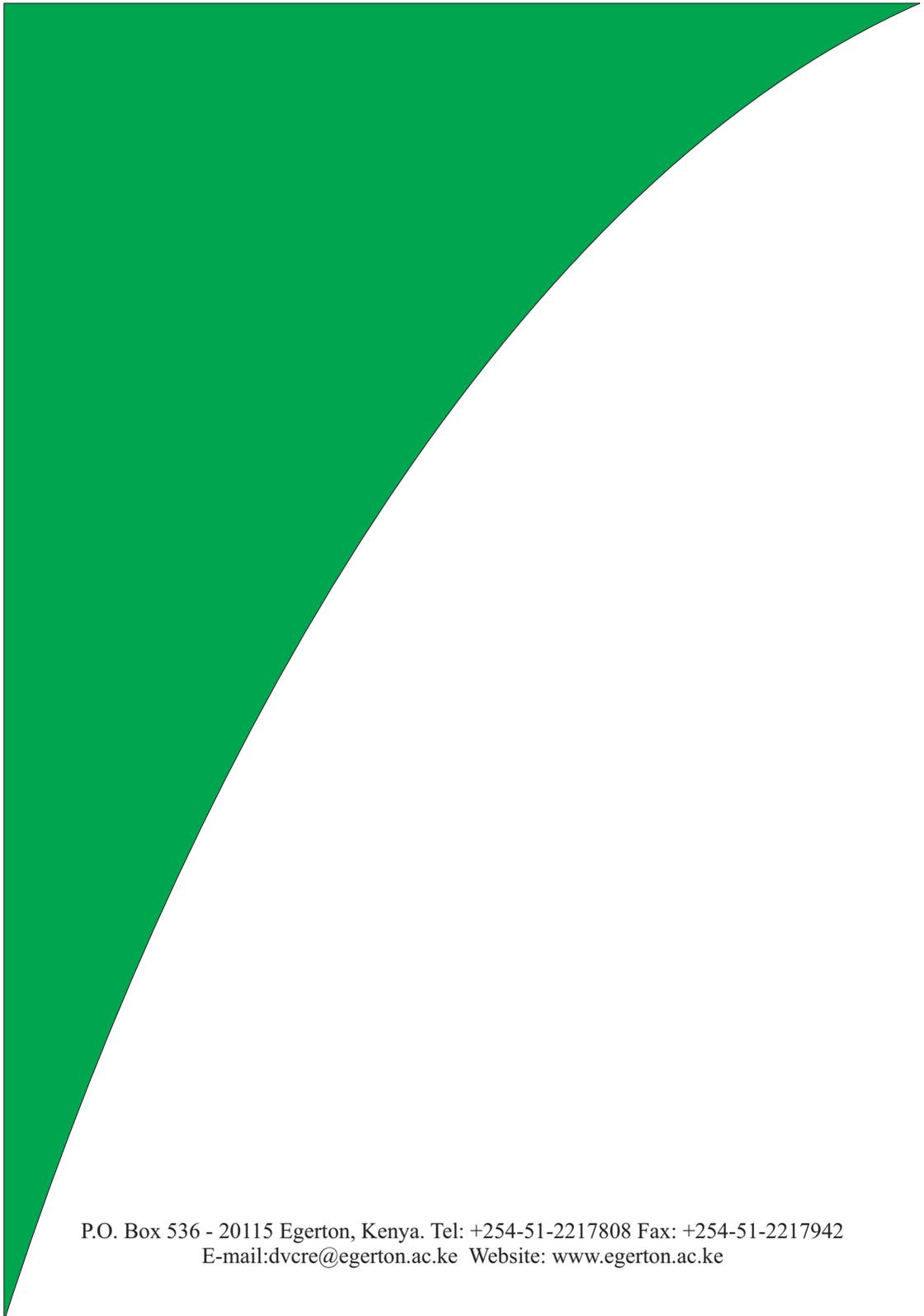
11.0 POLICY IMPLEMENTATION STATEMENTS AND ACTIVITIES

- 11.1 Egerton University shall be pro- active in the prevention of alcohol and drug abuse among employees, students and the neighboring community through the following:
 - 11.1.1 Introduce a core course in the University curriculum dealing with alcohol and drug abuse and its effects, as well as develop Certificate and Diploma programmes on Alcohol and Drug Abuse.
 - 11.1.2 Conduct frequent seminars, workshops and public lectures for employees and students on alcohol and drug abuse.
 - 11.1.3 Involve the surrounding community groups and leaders in dissemination of information on Alcohol and Drug Abuse.
 - 11.1.4 Encourage guidance and counseling by student peer counselors and staff counselors.
 - 11.1.5 Provide more extra curricula activities to avail recreation for students and employees to distract their attention from alcohol and drug indulgence.

- 11.2 Provide support and treatment to alcohol and drug abuse addicts by doing the following:
 - 11.2.1 Create a favorable University campus environment for productive work and academic achievement through minimization of risk factors that lead to alcohol and drug abuse.
 - 11.2.2 Recognize and institutionalize welfare groups that endeavor to educate and discourage alcohol and drug abuse.
- 11.3 Ensure freedom from discrimination and exclusion of employees and students due to perceived alcohol and drug addiction through:
 - 11.3.1 Fair and equitable treatment for those individuals suffering from alcohol and drug addiction.
 - 11.3.2 Sensitize the University community to be tolerant, accept and support persons who are alcohol and drug abusers without discrimination and stigmatization.
 - 11.3.3 Promote progressive and non-discrimination policies with regard to students academics achievement, employee recruitment, retention, promotion training and development and other benefits, in spite of alcohol and drug abuse status.
- 11.4 Production of information, education and communication materials on alcohol and drug abuse by doing the following:
 - 11.4.1 The University shall support the production of information, education and communication materials by providing adequate

resources as a means of raising awareness and prevention of alcohol and drug abuse among employees and students.

- 11.5 Establishment of a coordinating office and facilitation of monitoring and evaluation of the implementation of the ADA policy activities through the following:
 - 11.5.1 Create integrated strategies and mechanisms for monitoring and evaluating the implementation of policy guidelines and activities.
 - 11.5.2 Establish a coordinating office with the capacity to carry out the implementation of the ADA policy and its programmes.
 - 11.5.3 Work towards the establishment of an alcohol and drug treatment and rehabilitation centre in the University.



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