

EGERTON UNIVERSITY

ALCOHOL AND DRUG ABUSE POLICY

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P.O. Box 536-20115 Egerton, Kenya
Tel: +254-51-2217808 Fax: +254-51-2217942
Email: dvcaf@egerton.ac.ke Website: www.egerton.ac.ke

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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. n9a

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 large, stylized initial 'J'.

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

DEFINITION OF TERMS

Drug: A pharmaceutical substance

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 6cw72 and abused these substances. A drug is any chemical substance which when any

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

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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.

through programmes and activities which promote healthy lifestyles.

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,

consultation with staff and students will ensure that

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. HUMA

abuse related problems will not be discriminated against by the

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

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.
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- 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.

P.O. Box 536 - 20115 Egerton, Kenya. Tel: +254-51-2217808 Fax: +254-51-2217942
E-mail: dvcre@egerton.ac.ke Website: www.egerton.ac.ke