

LINCOLN UNIVERSITY'S
DRUG AND ALCOHOL
PROGRAM PROCESSES AND
PROCEDURES MANUAL



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LINCOLN UNIVERSITY DRUG AND ALCOHOL PROCESSES AND PROCEDURES

BACKGROUND

On December 12, 1989, President Bush signed the [Drug-Free Schools and Communities Act Amendments of 1989 \(Amendments\) Public Law 101-226](#) Section 22 amends provisions for the Drug-Free Schools and Communities Act of 1986 and the [Higher Education Act of 1965](#) to require that, as a condition of receiving funds or any other form of financial assistance under any federal program after Oct. 1, 1990, a university or college must submit certification that it has adopted and implemented a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees (See [20 USC 1011i](#) & [34 CFR 86](#) for more info).

Lincoln University has developed and adopted the drug and alcohol awareness/prevention program described herein pursuant to the requirements set forth in the Drug-Free Schools and Communities Act. As set forth in [34 CFR 86.100](#), Lincoln University is required to provide at a minimum, an annual distribution of the [Drug and Alcohol Policy](#) in writing to each employee and student that must contain the following:

1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by employees and students on its property or as part of its activities;
2. A description of applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
3. A description of health risks associated with the use of illicit drugs and the abuse of alcohol;
4. A description of available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs;
5. A clear statement of the disciplinary sanctions that Lincoln University will impose on employees and students and a description of termination of employment and referral for prosecution for the unlawful possession, use, or distribution of illicit drugs and alcohol. Disciplinary sanctions may also include completing an appropriate rehabilitation program; and
6. A statement on implementation of a biennial review by Lincoln University of its program to determine the effectiveness, implement needed changes, and ensure that disciplinary sanctions are consistently enforced.

POLICY STATEMENT

Standards of Conduct: The unlawful possession, use or distribution of illicit drugs and alcohol by students or employees on the university property or as a part of any university activity is prohibited. A copy of this [Drug and Alcohol Policy](#) shall be distributed annually to each university employee and to each university student who is taking one or more classes for academic credit and students enrolled in continuing education classes.

Please note that the lawful distribution, dispensing, possession, or use of alcohol is allowed on the Lincoln University campus for those times, places, and purposes approved by the President of the University.

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APPLICABLE SANCTIONS

University Disciplinary Sanctions for Students and Employees

Citations for violating the Lincoln University Drug and Alcohol Policy can be found in the [Student Code of Conduct](#).

Illegal Drugs & Other Substances: Being in the presence of any drug that is prohibited by law. The manufacture, use, possession or sale of any drug that is prohibited by law. Possessing drug paraphernalia or other paraphernalia used to facilitate illegal use, and attempting to manufacture or sell counterfeit drugs are also included in this violation. (Article II.B.2.)

Alcohol: The possession, use or distribution of alcohol by students on university property or as a part of any official university activity is prohibited. Any student who violates this standard of conduct shall be subject to disciplinary sanctions. Sanctions may include suspension and/or referral for prosecution. (Article II.B.15.)

Any student or employee who violates these standards shall be subject to disciplinary sanctions. Disciplinary sanctions for students may include any of the sanctions prescribed in *Article V.B.*, including suspension or dismissal and/or referral for prosecution (community service, counseling, or other rehabilitation programs may also be required as a condition of any sanctions). The procedures for imposing student disciplinary sanctions may be found in *Article V.A.* The *Student Code of Conduct* can also be found in the [Student Handbook](#).

Disciplinary Sanctions for Employees: Shall include an oral warning, a written reprimand, suspension or termination and referral for prosecution (See the “[Drug-Free Workplace Policy](#)” located in the Health and Safety section in the various [Lincoln University Employee Handbooks](#) for more information). Any disciplinary sanction may include the completion of an appropriate rehabilitation or counseling program.

Jefferson City Alcohol Ordinances

The following sections located in “[The Jefferson City Code](#)” contain the following local ordinances that mirror the state laws on alcohol violations that are applicable to faculty, staff, and students affiliated with the Lincoln University community.

Applicable sections located in [CHAPTER 4, ARTICLE II](#) of the City Code:

- Sec. 4-15. Sales to Minors, Drunkards, etc.
- Sec. 4-16. Purchase or possession by minors.
- Section 4-23. Misrepresentation of age by minor to obtain liquor—use of altered driver's license, passport or I.D. cards, penalties.

The following ordinances below deal specifically with the possession and/or consumption of alcohol in public places (regardless of age):

- Sec. 4-17. Public consumption.
- Sec. 4-22. Possession of open container of alcoholic beverage or consumption of alcoholic beverage in certain public places.

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Missouri Legal Sanctions

Missouri Liquor Laws

The Liquor Control Law for the State of Missouri ([311 RSMo.](#)) provides that any person under the age of 21 years who purchases, attempts to purchase or has in his/her possession any intoxicating liquor is guilty of a misdemeanor ([311.325 RSMo.](#)). Anyone who shall procure for, sell, give away or otherwise supply intoxicating liquor to any person under the age of twenty-one years is guilty of a misdemeanor ([311.310 RSMo.](#)). It is a Class A misdemeanor for a property owner to knowingly allow a person under the age of 21 to drink or possess intoxicating liquor or fail to stop a minor from drinking or possessing liquor. Any subsequent violation is a Class E felony ([311.310 RSMo.](#)). Anyone 17 - 20 years old that uses a fake ID to obtain alcohol is also guilty of a misdemeanor ([311.320 RSMo.](#)). Under current Missouri law, a subject under the age of 21 who is visibly intoxicated can be arrested without being in physical possession of the intoxicating beverage. A person who has been convicted of a misdemeanor may be subjected to a fine ranging from \$50.00 to \$1,000.00 and/or imprisonment for up to one year ([311.880 RSMo.](#)).

2017 Missouri Offense Table for Alcohol Violations ([RSMo. 311](#))

RSMo.	Description	Crime/Class
311.310	Supplying liquor to a minor or intoxicated person	Unclassified misdemeanor
311.320	Misrepresentation of age by minor to obtain liquor	Unclassified misdemeanor
311.325	Possession	Up to 1 year, D,A/misdemeanor
311.880	Misdemeanor Violations	Up to 1 year, A/misdemeanor

Under current Missouri law, a subject under the age of 21 who is visibly intoxicated can be arrested without being in physical possession of the intoxicating beverage ([311.325 RSMo.](#))

Driving While Intoxicated (DWI) in Missouri ([RSMo. 577](#))

A person commits the crime of "driving while intoxicated" if he/she operates a motor vehicle while in an intoxicated or drugged condition ([577.010.1 RSMo.](#)). A person is in an "intoxicated condition" when he/she is under the influence of alcohol, a controlled substance, or drug, or any combination thereof ([577.001 RSMo.](#)). *An individual is considered intoxicated with any amount of a controlled substance or other specific drugs in their system.*

If you are stopped by an officer of the law in Missouri, you may be subject to receive a DWI:

- If you drive with a blood alcohol concentration (BAC) of .08 or higher (*regardless of whether your driving ability was actually impaired [577.012 RSMo.](#)*); or
- It is determined that your driving ability is impaired (*even though you may be under the .08 limit*).

First offense is a class B misdemeanor subject to a fine up to \$1,000 and/or 6 months imprisonment ([577.010 RSMo.](#)). A defendant found guilty must also participate in a Substance Abuse Traffic Offender Program (SATOP) ([302.580 RSMo.](#)) Multiple offenses offense range from a class A misdemeanor (a fine up to \$1,000 and/or 1 year imprisonment) up to class B felony (5 - 15 years in prison) (see [577.023 RSMo.](#)). After multiple offenses Missouri law typically requires a driver to install an ignition interlock device on a vehicle after reinstatement of a driver's license for 6 months ([302.454 RSMo.](#)).

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Refusal to Take Blood Alcohol Test

Missouri law specifies that if you are driving a vehicle, you have given consent to submit to a chemical test for the purpose of determining the amount of alcohol in your blood ([577.020 RSMo.](#)). Refusal to take a test could result in your license being immediately revoked ([577.041 RSMo.](#)).

Missouri Abuse and Lose Law (Drivers Under 21)

In Missouri, the BAC limit for drivers who are under 21 is .02. Penalties include suspension of license 90 days (first offense); 1 year (any subsequent offense). The Abuse and Lose Law also includes the possession or use of alcohol and or drugs while driving or using a fake ID (see [302.400](#) & [302.425 RSMo.](#) for more info.).

Missouri Administrative Sanctions ([RSMo. 302 specifically 302.500 – 302.540](#))

Individuals arrested for driving while intoxicated, driving with a blood alcohol content of .08 or higher, or driving under the influence of drugs (DUID) are processed administratively as well as criminally ([302.505 RSMo.](#)). A driver license is suspended or revoked for 90 days for the first offense. A driver convicted of a second alcohol or drug-related offense, regardless of the length of time between convictions, will normally receive a 1-year revocation for accumulation of points. A driver convicted a second time for an alcohol or drug-related offense within a five-year period may also receive a 5-year license denial ([302.525 RSMo.](#)). A driver convicted 3 or more times for an alcohol or drug related offense will receive a 10-year license denial ([302.060 RSMo.](#)). The license reinstatement process will include a SATOP along with other requirements prior to reinstatement ([302.540](#), [302.304](#), & [302.541 RSMo.](#)). (See the [Missouri Department of Revenue's DWI website](#) for more information on revocations, suspensions and multiple offenses).

Missouri Drug Laws

Beginning January 1, 2017 chapters [195](#) and [579](#) RSMo shall be known as the "Comprehensive Drug Control Act". The manufacturing, possession, sale, and distribution of illicit drugs (*i.e. controlled substance or imitation controlled substance*) are prohibited by state law. Penalties for first time offense for a drug possession violation can range from a fine of \$1,000 to life imprisonment. Other prohibited acts include possession with intent to use drug paraphernalia and advertising the sale of drug paraphernalia. The tables below give information on penalties and fines for specific drug crimes in Missouri (see [195.010 RSMo.](#) for definitions and [195.017 RSMo.](#) for the scheduling information of controlled substances in Missouri). ***Please note that most of the controlled substance offenses found RSMo 195 have been transferred to 579 effective Jan 1, 2017.***

2017 Missouri Offense Table for Drug Violations ([RSMo. 579](#))

<u>RSMo.</u>	<u>Description</u>	<u>Prison Term</u>
195.244	Advertisements to promote sale of drug paraphernalia or imitation controlled substances prohibited, penalty.	6 months, B/misdemeanor
579.015	Possession or control of a controlled substance. * Triggers 10g and >35g marijuana any amount of any other controlled substance or synthetic marijuana (formerly RSMo. 195.202)	Up to 1 year or up to 7 years, D, A/misdemeanor or D/Felony
579.020	Delivery of a controlled substance (formerly RSMo. 195.212)	Up to 4 – 15 years, E, C, B, /Felony
579.030	Distribution of a controlled substance near <i>protected location</i> . (formerly RSMo. 195.218)	10 years – life (30 years), A/Felony

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2017 Missouri Offense Table for Drug Violations (RSMo. 579) continued

RSMo.	Description	Prison Term
579.040*	Distribution, delivery, or sale of drug paraphernalia	Up to 1 or 4 years, A/misdemeanor –E/Felony*
579.050*	Manufacture of an imitation controlled substance	Up to 4 years, E/Felony*
579.055	Manufacture of a controlled substance (formerly RSMo. 195.211)	Up to 4 years or 3years - life (30 years), E, C, B, A/Felony
579.065	Trafficking drugs, first degree (formerly RSMo. 195.222)	5 years – life (30 years), B/A Felony
579.068	Trafficking drugs, second degree (formerly RSMo. 195.223)	3 years – life (30 years), C, B, A/ Felony
579.072	Providing materials for production of a controlled substance (formerly RSMo. 195.226)	Up to 4 years, E/Felony
579.074	Unlawful use of drug paraphernalia,(formerly RSMo. 195.233)	Up to 1 or 4 years, D, A/misdemeanor –E/Felony
579.076	Unlawful delivery or manufacture of drug paraphernalia, (formerly RSMo. 195.235)	Up to 1 or 4 years, A/misdemeanor –E/Felony
579.078	Possession of an imitation controlled substance (formerly RSMo. 195.241)	Up to 1 year, A/misdemeanor
579.080	Delivery of an imitation controlled substance	E felony
579.101	Possession or purchase of solvents to aid others in violations (formerly RSMo. 578.260)	Up to 6 months or Up to 4 years B/misdemeanor or E/Felony
579.103	Selling or transferring solvents to cause certain symptoms (formerly RSMo. 578.265)	Up to 7 years, D/Felony
579.105	Keeping or maintaining a public nuisance (formerly RSMo. 195.202)	Up to 4 years, E/Felony
579.110	Possession of methamphetamine precursors (formerly RSMo. 195.420)	Up to 4 years, E/Felony
579.170	Prior and persistent drug offenders (added increase in charge) (formerly 195.275).	1 or 2 classes higher than previous offense

**All trafficking and distribution penalties shall be sentenced to be served without probation or parole if the court finds the defendant is a prior or persistent drug offender depending on the charge.*

Classification of Missouri Penalties and Fines for Offenses

2017 Missouri Penalties and Fines for Offenses

Felony Class	Penalties (Years of imprisonment 558.011 RSMo.)	Fines (558.002 RSMo.)
A	10 – 30, or life	-
B	5 - 15	-
C	3 - 10	Up to \$10,000
D	Up to 7	Up to \$10,000
E	Up to 4	Up to \$10,000
Misdemeanor Class	Penalties (Term of imprisonment 558.011 RSMo.)	Fines (558.002 RSMo.)
A	Up to 1 year	\$2,000
B	Up to 6 month	\$1,000
C	Up to 15 days	\$750
D	-	\$500
Infraction	-	\$400

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Employee Workers Compensation Benefits Involving Drugs and Alcohol (287.120.6 RSMo.)

If it is determined that the employee was under the influence of drugs and/or alcohol at the time a work-related injury occurred and if the cause of the accident was directly related to the use of drugs and/or alcohol, the employee will *not* be eligible to receive workers' compensation benefits.

If it is determined that the employee was under the influence of drugs and/or alcohol at the time a work-related injury occurred, even if the cause of the accident was not directly related to the use of drugs and/or alcohol, the employee will be assessed a reduction in workers' compensation benefits of 50 percent.

An employer can require that an employee take a drug and/or alcohol test after an accident if there is reason to believe that an intoxicating substance may be involved. An employee's refusal to take a test for alcohol or a non-prescribed controlled substance, as defined by section [195.010 RSMo](#), at the request of the employer shall result in the forfeiture of benefits under this chapter if the employer had sufficient cause to suspect use of alcohol or a non-prescribed controlled substance by the claimant *or* if the employer's policy clearly authorizes post-injury testing. For more information contact the State of Missouri's Office of Administration, [Central Accident Reporting Office \(CARO\)](#) at (573) 751-2837 or email at caro@oa.mo.gov.

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Federal Sanctions

Although most controlled substance offenses are prosecuted under state law, possession can become a federal charge in many circumstances. For example, it is a federal offense where either the defendant or the drug crossed state lines, or the offense took place in a national park, federal land, or aboard an airplane. It is a violation of federal law to possess, manufacture, or distribute a controlled substance. Defined by federal statute, controlled substances include, but are not limited to, marijuana, cocaine, PCP, LSD, and other narcotics (See [21 CFR 1308.11](#) – [21 CFR 1308.15](#) for Drug Schedule info). The severity of the sanctions imposed for both possession and distribution offenses depend on the type and quantity of drugs, prior convictions, and whether death or serious injury resulted.

Possession

A student or employee found guilty of possessing a controlled substance may be subject to some or all of the following sanctions under criminal federal law:

Fines and/or Penalties for Possession ([21 USC 844.\(a\)](#))

Conviction	Imprisonment	Fines
1 st	Up to 1 year	\$1,000
2 nd (Incl. any previous state)	15 days to 2 years	\$2,500
3 rd (Incl. any previous state)	90 days to 3 years	\$5,000

In addition, any individual who knowingly possesses *specific* controlled substances (i.e. heroin, cocaine, or their derivatives) may be assessed a civil fine of up to \$10,000 ([21 USC 844a](#)).

Manufacture, or Distribute a Controlled Substance

First conviction is a minimum of 5-10 years imprisonment to life and/or a maximum fine of \$10,000,000 for an individual depending on the amount and schedule of the controlled substance involved. (See [21 USC 841\(a\)\(1\)](#) for more information on “Penalties on Possession of Controlled Substance with Intent to Distribute”)

Trafficking Penalties

Persons convicted on federal charges of drug trafficking within 1,000 feet of a university ([21 USC 860](#)) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense listed in [21 USC 841\(b\)](#), with a mandatory prison sentence of at least one year (See the [US Drug Enforcement Agency \(DEA\) Drug Schedule Penalties](#) for more information on trafficking penalties).

Forfeiture of Property

Federal law may require the forfeiture of property used to possess or to facilitate possession of a controlled substance, and the forfeiture of vehicles, boats, aircraft or any other conveyances used to transport or conceal a controlled substance ([21 USC 881\(a\)\(4\)](#)).

Denial of Federal Benefits

If an individual is convicted on *federal or state* drug charges for possession, distribution/sale, or trafficking, the federal government may also deny or revoke federal benefits such as [grants](#) (i.e. [Pell](#) and [FSEOG](#)), [loans](#), or [work study](#). A student can receive financial aid prior to the end of the

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revocation period, if certain rehabilitation requirements are met (see the [20 USC 1091\(r\)](#), [drug eligibility worksheet](#) and [studentaid.ed.gov](#) for more info).

Years of Revocation for Federal Benefits

Citation	Offense	1st	2nd	3rd
20 USC 1091(r)	Possession	1	2	indefinite
20 USC 1091(r)	Distribution/Sale	2	indefinite	
21 USC 862(b)	Trafficking	5	10	indefinite

HEALTH RISKS

Students who engage in risky drinking may experience blackouts (i.e., memory loss during periods of heavy drinking); fatal and nonfatal injuries, including falls, drownings, and automobile crashes; illnesses; missed classes; unprotected sex that could lead to a sexually transmitted disease or an unwanted pregnancy; falling grades and academic failure; an arrest record; accidental death; and death by suicide. In addition, college students who drink to excess may miss opportunities to participate in the social, athletic, and cultural activities that are part of college life.

Drug and alcohol use in the workplace not only contributes to lost productivity, but also causes tremendous costs related to absenteeism, accidents, health care, loss of trained personnel, and employee treatment programs. Drug and alcohol abuse causes physical and emotional dependence. Users may develop a craving for these drugs or alcohol and their bodies may respond to the presence of drugs in ways that lead to increased drug and alcohol use.

Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Alcohol can increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms including severe anxiety, tremors, hallucinations and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Drugs

Like many prescription drugs, "recreational" drugs come with potentially harmful side effects that can have serious and long-term effects on your health. High doses of many of the drugs, or impure or more dangerous substitutes for these drugs, can cause immediate life-threatening health problems such as heart attack, respiratory failure, and coma. Combining drugs with each other or with alcohol is especially dangerous.

Drug Health Effects Table

	Narcotics	Depressants	Stimulants	Hallucinogens	Cannabis
Drug Name	(Opium, Morphine, Codeine, Heroin, Hydromorphone, Meperidine, Methadone)	(Chloral Hydrate, Barbiturates, Benzodiazepines, Methaqualone, Glutethimide)	(Cocaine, Amphetamines, Phenmetrazine, Methylphenidate)	(LSD, Mescaline & Peyote, Amphetamine Variants, Phencyclidine, Phencyclidine)	(Marijuana, Tetrahydrocannabinol, hashish, hashish oil)
Possible Effects	euphoria, drowsiness, respiratory depression, constricted pupils, nausea	slurred speech, disorientation, drunken behavior without odor of alcohol	increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, loss of appetite	analogues, illusions, & hallucinations, poor perception of time and distance	euphoria, relaxed inhibitions, increased appetite, disoriented behavior
Effects of Overdose	Slow & shallow breathing, clammy skin, convulsions, coma, possible death	shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	agitation, increase in body temperature, hallucinations, convulsions, possible death	Longer, more intense "trip" episodes, psychosis, possible death	fatigue, paranoia, possible psychosis
Withdrawal Syndrome	watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating	anxiety, insomnia, tremors, delirium, convulsions, possible death	apathy, long periods of sleep, irritability, depression, disorientation	withdrawal syndrome not reported	insomnia, hyperactivity, decreased appetite occasionally reported
Risk of Physical Dependence	High	Moderate to High	Possible	Unknown	Unknown
Risk of Psychological Dependence	High	Moderate to High	High	Unknown, High for Phencyclidine and analogs (i.e. PCP)	Moderate

(see the [Lincoln University Drug and Alcohol Awareness page](#) for additional information on health risks)

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EDUCATIONAL INFORMATION

The University has developed an annual educational programs consisting of presentations that include distribution of educational materials to new students; participating in and presenting information and materials during new employee orientation; participating in the Spring and Fall Faculty orientation program; presenting programs throughout the year on at least a quarterly basis, may include sessions such as: skits, a residence hall speaker series, and annual poster series. These educational programs are typically put on by [Student Health Services](#), [Residential Life](#), [Student Activities & Greek Life](#), and the [Lincoln University Police Department](#) and other various organizations around campus

COUNSELING INFORMATION

As a part of its drug prevention program, the university has prepared the following information summary for educational purposes. Lincoln University also provides counseling services located at Student Health Services center. [Student Health](#), [Residential Life](#), and [Student Activities](#) also sponsor various Drug & Alcohol Abuse Education programs throughout the year on an as needed basis.

Counseling Services: Lincoln University has a counselor on staff with [Student Health Services](#) located at the Thompkins Health Center that can be reached at (573) 681-5167. The campus counselor is available during normal office hours on weekdays between 8:00am to 5:00pm.

In 1980, the State of Missouri created the *Division of Alcohol and Drug Abuse* as a division of the [Department of Mental Health](#), and in the spring of 2013 the *Division of Alcohol and Drug Abuse* became the Division of Behavioral Health. Among the responsibilities of the Division is the provision of public information relating to alcohol and drug abuse and its prevention, treatment and rehabilitation ([631.010 RSMo.](#)). You can contact the [Division of Behavioral Health](#) at (573) 751-4942 or [click here](#) for additional information on district counseling offices.

Other counseling and/or treatment resources available close to the Jefferson City Campus:

- [Alcoholics Anonymous \(Cole County\)](#) 573-636-5499
- [Center for Family and Individual Counseling](#) (573) 635-5536
- [Pathways Community Health \(alcohol and Substance Abuse\)](#) (573) 634-3000
- [Capital Region Medical Center](#) (573) 632-5560
- [St. Mary's Health Center](#) (573) 634-5303
- [Drug Abuse.Org Treatment Centers List \(Jefferson City, Mo\)](#)

Counseling and/or treatment resources available close to the Ft. Leonard Wood Campus:

- [Alcoholics Anonymous \(Phelps & Pulaski County\)](#) (573) 680-2123
- [Phelps County Regional Medical Center Outpatient Services](#) (573) 364-2007
- [Drug Abuse.Org Treatment Centers List \(Waynesville, Mo\)](#)

Hotline numbers for counseling services and information include:

- Cocaine Help: (1-800-COCAINE)
- [Marijuana Anonymous](#): (1-800-766-6779)
- [National Institute for Drug Abuse](#) (NIDA): (1-301-443-4577)
- [Substance Abuse and Mental Health Services Administration](#) SAMHSA: (1-800-662-HELP (4357))

The university makes no endorsement with regard to any counseling/treatment facility and assumes no responsibility for the quality of services available (see the [Lincoln University Drug and Alcohol Awareness page](#) for additional information on educations resources).

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Faculty & Staff Specific Counseling Information: The current *Employee Assistance Program (EAP)* is made available through the University's current health care provider ([click here for LU policies on EAP & Drug Free Workplace](#)). The university's benefit plans, including hospitalization and salary continuation (to the extent vacation and sick leave annual balances are available), may be used for treatment of substance abuse as for any other diseases or disabilities. Please contact Human Resources at (573) 681-5018 or visit the [HR website](#) to obtain more information on drug and alcohol counseling services from the current health care provider.

BIENNIAL REVIEW

Lincoln University shall conduct biennial reviews of the university's drug prevention program to determine the effectiveness of the program and to recommend/implement changes as appropriate. Each such review shall also include an evaluation of disciplinary sanctions imposed during the review period to ensure that these sanctions are consistently enforced. A copy of this review shall also be made available to the Department of Education and the public upon request. Requests can be made at the Office of Student Affairs.