



MAASAI MARA UNIVERSITY

ALCOHOL AND DRUG ABUSE POLICY

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DEFINITION OF TERMS

Addiction – a chronic disorder which has generic, psychosocial and environmental, dimensions and characterized by the continued use of a substance.

Administration – Refers to the Vice-Chancellor, Deputy Vice-Chancellor and the Heads of Departments.

Alcoholism – Refers to a disease known as ‘Alcohol Dependence Syndrome’

University – Refers to Maasai Mara University, the management and the administration.

Current usage – Consumption of alcohol or drugs within the last 30 days.

Drug Abuse – Consumption of illegal drugs or unhealthy use of legal ones.

Health effect – Consequences of alcohol and drug abuse to one’s health

Management - Refers to the Board of Governors of the University.

Policy – A guide that establishes the parameters for decision making and action.

Problem drinker – Current users of alcohol whose drinking patterns meet some defined criteria such as exhibiting one or more symptom of alcohol dependency.

Staff – includes teaching and non-teaching staff.

Treatment and rehabilitation – enabling a patient cease substance abuse.

ABBREVIATIONS

ADA	-	Alcohol and Drug Abuse
FKE	-	Federation of Kenyan Employers
MMU	-	Maasai Mara University
NACADA	-	National Agency on Campaign Against Drug Abuse

1.0 PREAMBLE

The need for a policy on Alcohol and Drug Abuse (ADA) in Maasai Mara University cannot be ignored. Alcohol and other drugs affect concentration, co-ordination and performance. It is recognized that the effects of alcohol and other drugs may spill over from one's private life into the workplace resulting in inefficiency, accidents and absenteeism. MMU recognizes its employees as its most valuable resource and is committed to providing a working environment, which is a healthy and safe one for the entire workforce. Therefore, this policy should be seen in the context of the promotion of health, safety and welfare of all employees of MMU.

A national survey conducted by NACADA in 2012 shows that alcohol is the most widely used psychoactive substance in Kenya (13.6%) followed by tobacco 9.1%, *miraa/ khat* 4.2%, bhang 1.0% and heroin 0.1%. Further, alcohol is the most abused psychoactive substance with 5.5% of the population aged 15-65 showing alcohol dependence followed by tobacco 4.5%, *miraa/ khat* 1.5% and bhang 0.4%) drugs which are commonly abused in an institution. The policy will address the issues of preventive, education, referral for treatment and rehabilitation, psychosocial support, acquisition and dissemination of behavior change. It customizes targets for prevention and control of alcohol and drug abuse which will go a long way in offering a chance for early detection, intervention and psycho-social support. The policy shall address issues of preventive education, referral for treatment and rehabilitation, psycho-social support, acquisition and dissemination of behaviour change materials, minimisation of discrimination and stigma associated with alcohol and drug use and dependency.

Maasai Mara University complies with the *Act of Parliament 2014 (Schedule 1)* that put in place NACADA as an Authority whose main focus is on demand reduction, which involves providing preventive education, public awareness, life skills, treatment, rehabilitation and psycho-social support to the general public.

2.0. DEFINITION OF ALCOHOL AND DRUG ABUSE

According to the Act of Parliament (*Act No. 14 of 2012*), Alcohol and Drug Abuse can be defined as:

- (a) A habitual use of drugs to alter one's mood, emotion, or state of consciousness.
- (b) The use of drugs for a non-therapeutic effect.
- (c) An excessive or improper use of drugs, especially through self-administration, for non-medical purposes.
- (d) The use of a psychoactive substance for purposes other than medicinal purposes which impairs the physical, mental, emotional, or social well-being of the user.

3.0. Scope

Maasai Mara University shall address the issues of preventive education, restriction, referral for treatment and rehabilitation, psychosocial support, acquisition and dissemination of information on ADA to students, staff and stakeholders

4.0. Rationale of the Policy

Alcohol and drug abuse, in an institution, negatively affects the health, safety, productivity and performance of employees, which results in low business output in organizations. The policy will address the issues of preventive, education, referral for treatment and rehabilitation, psychosocial support, acquisition and dissemination of behavior change on Alcohol and Drug Abuse.

5.0. OBJECTIVES

This Policy shall be guided by the following objectives to promote the prevention, reduction and management of alcohol and drug abuse in University:

- i. Empower MMU stakeholders with relevant knowledge and information on Alcohol and Drug Abuse
- ii. Enhance and safeguard the health, welfare and safety of MMU stakeholders through programmes that promote healthy lifestyle
- iii. Providing for early detection and intervention, by providing support system which mitigates against alcohol and drug abuse
- iv. Enhance and improve productivity and efficiency of the worker in personnel and academic performance of the student by maintaining an alcohol and drug free environment

6.0 CONTENT OF THE POLICY

6.1 Detection of working environment related risks

Maasai Mara University shall mitigate alcohol and drug abuse related negative effects through good employment practices. This will be done by identifying appropriate preventive or remedial measure in jobs that may contribute to alcohol and drug related problems, where a member of staff discloses a past history of alcohol and drug abuse problem, the administration will where reasonably and practicable avoid exposing the rehabilitated individual to an environment that may result in relapse and avail platform for reporting any case for counselling treatment or rehabilitation (*Schedule 2*)

6.2 Education and Training Programmes

The use and abuse of drugs is not new to Kenyans. Indeed, the menace has penetrated deeper into our society thereby affecting the country's health and socio-economic development. MMU will focus on the prevention aspects of alcohol and drug abuse through information, education, and training programs to all stake holders to mitigate alcohol and drug abuse in the institution.

(Schedule 3)

6.3 Restrictions and Prohibition of Illegal Drugs

MMU prohibit access and availability of illegal drugs and substances through possession, consumption and sale in the institution (*Schedule 4*)

7.0 HUMAN RESOURCE MANAGEMENT AND ALCOHOL & DRUG ABUSE

Maasai Mara University shall not discriminate/stigmatize any staff member with drug related problems. Before consideration to any disciplinary measure, staff member shall be given opportunity to attend counselling, treatment and rehabilitation. In addition, such member will enjoy the opportunities for career development and advancement like any other person (*Schedule 5*)

8.0 INTERVENTION AND DISCIPLINARY MEASURES

Maasai Mara University administration will be responsible for the implementation of any intervention and disciplinary measures of staff and students with problems due to alcohol and drug abuse (*Schedule 6*).

9.0 MONITORING AND EVALUATION

The University shall establish Alcohol and Drug Abuse Unit (ADA) that will be responsible for coordination and implementation on prevention, early detection and support services. ADA shall deliver and implement the policy through monitoring, evaluation, and research to inform planning, decision making, resource allocation and managing the University's response to Alcohol and Drug Abuse. (*Schedule 7*)

10.0 REVIEW OF THE POLICY

In view of the dynamic nature of Alcohol and Drug Abuse, this policy shall be reviewed from time to time to reflect emerging issues at the workplace. This will ensure it remains relevant to the needs of the students, staff and stakeholders in line with Maasai Mara University Strategic Plans and NACADA Strategic Framework.

SCHEDULE 1

ACT OF PARLIAMENT 2014

- (a) Protection of the health of the individual in the light of the dangers of excessive consumption of alcoholic drinks according to the *Alcoholic Drinks Control (Amendment) Bill, 2013*.
- (b) Protection of the consumers of alcoholic drinks from misleading or deceptive inducements and inform them of the risks of excessive consumption of alcoholic drinks.
- (c) Protection of the health of persons under the age of eighteen years by preventing their access to alcoholic drinks.
- (d) Inform and educate the public on the harmful health, economic and social consequences of the consumption of alcoholic drinks;
- (e) Adoption and implementation of effective measures to eliminate illicit trade in alcohol including smuggling, illicit manufacturing and counterfeiting;
- (f) Promotion and provision for treatment and rehabilitation programmes for those addicted or dependent on alcoholic drinks; and
- (g) Promotion of research and dissemination of information on the effects of alcoholic drink consumption, in particular the health risks that may arise there from *Section 4 of No. 4 of 2010*.
- (h) Licensing and regulating operations of rehabilitation facilities;
- (i) Facilitating the development and operation of rehabilitation facilities, and ensure that quality services are provided to persons suffering from substance use disorders;
- (j) Preparing, publishing and submitting an alcohol and drug abuse control status report bi-annually to both Houses of Parliament through the Cabinet Secretary.
- (k) Assisting and support County Governments in developing and implementing policies, laws and plans of action on control of drug abuse.

SCHEDULE 2

DETECTION OF WORKING ENVIROMENT RISKS

- a) Detection of circumstances in the University environment that may contribute to alcohol and drug related problems, and the Administration in collaboration with the staff and students, will endeavor to identify and take preventive or remedial measures.
- b) The University will formally discourage the development of a culture that will encourage or facilitate alcohol and drug abuse in the work place.
- c) The University will avail suggestion boxes for staff and students to report colleagues and peers that may need counseling, treatment or rehabilitation.

SCHEDULE 3

EDUCATION AND TRAINING PROGRAMMES

- a) Educating and training MMU stakeholders on preventive education, referral for treatment and rehabilitation, psycho-social support, acquisition and dissemination of behaviour change materials, minimisation of discrimination and stigma associated with alcohol and drug use and dependency
- b) Establishment of Guidance and Counselling programme for all MMU staff, students and stakeholders
- c) Establishment Employee Assistance Programmes (EAPs) for staff members
- d) Work in collaboration with NACADA Authority and any other organization, in order to furnish all MMU stakeholders with information on Alcohol and Drug Abuse
- e) Avail the policy to all MMU stakeholders

SCHEDULE 4

RESTRICTIONS AND PROHIBITION OF ILLEGAL DRUGS

- a) There will be restriction on the promotion, possession, consumption, and sale of alcohol and drugs within the University hostels, canteen, dining hall, classrooms and recreation areas.
- b) The University will be considered a No Smoking Zone and billboards be mounted within the University to communicate the same.
- c) The management will ensure that non-alcoholic beverages including water are provided, to the staff and students, in appropriate and convenient locations.

- d) Students are discouraged from entering the University or attending lectures when under the influence of alcohol or drugs.
- e) Employees and lecturers are discouraged from carrying out their duties when under the influence of alcohol and drugs.
- f) The management will ensure that drugs and alcohol are not advertised in the University either directly or indirectly through sports or clubs' activities sponsorship.

SCHEDULE 5

HUMAN RESOURCE MANAGEMENT AND ADA ISSUES

- a) Students, workers, and lecturers who seek treatment and rehabilitation for ADA related problems, will not be discriminated against and will enjoy the opportunities for career development and advancement.
- b) Workers with drug related problems will not be discriminated against and the administration will ensure they receive sick leave, job security and benefits similar to workers with other health problems. Rehabilitated workers will be integrated into the normal working systems.
- c) Staff and students with problems with alcohol and drug abuse will be treated as people suffering from a normal health problems. The administration will therefore offer counseling, treatment and rehabilitation alternatives before consideration is given to imposition of disciplinary measures.
- d) Any other that is not mentioned here shall be provided for in the Terms of Service of Maasai Mara University.

SCHEDULE 6

INTERVENTION AND DISCIPLINARY PROCEDURES

1. A member of staff who fails to report to work due to alcohol and drug abuse will be dealt with according to the guidelines provided for by the Federation of Kenya Employers (FKE) and Terms of Service policy of Maasai Mara University.
2. Students, staff or any person found peddling drugs within the University premises will be dealt with according to the laws of Kenya.
3. Students, staff and lecturers found to be intoxicated by alcohol and drugs or in possession of alcohol and drugs in the University premises will be referred to the disciplinary committee for warning and disciplinary action.
4. Damages to others property or bodily harm caused to other persons when under the influence of alcohol will be dealt with according to the University rules and regulations, and in considerations of the laws of Kenya.

SCHEDULE 7

MONITORING AND EVALUATION

1. Coordination and implementation of the prevention, early detection and support activities
2. Provision of budget proposal on ADA to the management for approval
3. Sensitization and awareness campaigns on the danger of ADA to staff and students
4. Advising the management on the effective approaches in dealing with ADA concerns
5. Lobbying for the development and periodic review of ADA policy