

E-2i(1) PROCEDURE Drug-Free Environment

Commitment to Maintaining a Drug-Free Environment

Southeast Community College has adopted, implemented, and actively promotes and supports the Drug-Free Workplace Act, the Drug-Free Schools and Communities Act, and state laws and regulations concerning controlled and/or illegal substances. The College is committed to providing an employment and educational environment that is safe, drug-free, and secure, and will make every reasonable good faith effort to maintain a drug-free workplace by complying with the requirements of local, state, and federal law.

Standards of Conduct

College policy absolutely prohibits employees and students of the College from unlawfully manufacturing, distributing, dispensing, possessing, using, or being under the influence of a controlled substance, including illegal drugs and alcohol, on College premises, at any College sponsored or sanctioned activities, or while conducting College business off College premises. Compliance with these standards of conduct is mandatory for employees and students of Southeast Community College.

Drug and Alcohol Testing

The College will require drug and alcohol tests in circumstances where reasonable cause exists.

Sanctions for Violations of Policy

Violation of this policy will result in disciplinary action (consistent with local, state, and federal law), up to and including termination of employment or expulsion, and referral for prosecution, and thus may have legal consequences. Referral to counseling, treatment and rehabilitation may also be an appropriate sanction.

Adopted Date: 07/21/1998