

STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION

DRUGFREE WORKPLACE

BP 3-24

APPROVED: February 9, 1989
EFFECTIVE: February 9, 1989
REPEALED: September 14, 2000
READOPTED: August 25, 2001

REFERENCES:

Drug-Free Workplace Act of 1988, 102, Stat. 4304

ISSUED BY:

Joe D. May, System President

Policy Statement

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the workplace.

Scope

This policy applies to all employees at the eleven state system community colleges and on the System central staff.

Sanctions

Observance of this policy is a condition of employment and violation of such will subject the employee to appropriate disciplinary action which may include termination.

Reporting of Convictions

Pursuant to law, any employee who is convicted under any criminal drug statute for a violation occurring in the workplace must notify the college/System president of such no later than five days after the conviction. The college/System president must notify any federal contracting agency under which the employee works within ten days after receiving notice of such conviction. Employees who work under a federal contract must be provided with a copy of this policy statement.

Drug-free Awareness Program

The colleges and central office shall establish a drug-free awareness program which will inform all employees about this policy. The program will also inform employees about the dangers of drug abuse and about available drug counseling, rehabilitation, and employee assistance programs.

Procedures

The System president shall promulgate any procedures which may be necessary to implement this policy.