
accidents and injuries. The use of alcohol and drugs poses a serious threat, and we intend to do all that we can to maintain a safe, healthful, and productive working environment.

Prohibited Conduct

Under this Policy, the following conduct is prohibited:

- x Employees may not possess, purchase, sell, or transfer alcohol on college property (including parking lots), in college

- x Employees are prohibited from refusing to submit to any alcohol or drug test conducted under this Policy.

- x Any employee who tests positive for any illegal drug on a drug test is in violation of this Policy. With respect to medical marijuana, any employee with observed impairment of physical or mental ability and who tests positive for marijuana on a drug test is in violation of this Policy.

Consequences of Policy Violation

Any employee who engages in prohibited conduct as set forth herein will be subject to disciplinary action, up to and including termination of employment. The employment of any individual who tests positive for alcohol, controlled substances, and/or illegal drugs, or who refuses a test under this Policy, may be terminated.

College-Sponsored Events

From time to time, the College may sponsor or host social or professional events where alcohol may be served. This Policy does not prohibit employee use or consumption of alcohol at these events. However, if employees choose to consume alcohol at such events, employees must do so responsibly and conduct themselves properly and professionally at all times. Employees attending these events must at all times abide by relevant state and local laws, including but not limited to laws regarding driving under the influence of alcohol.

Prescription Medication and Legal Drugs

The college recognizes that on occasion employees must use prescription or over-the-counter drugs for medical purposes. The college also recognizes that employees might use legally obtained medicinal marijuana for medical purposes. Any employee taking a prescription or over-the-counter drug that is known or advertised as possibly affecting or impairing judgment, coordination or other senses (including dizziness or drowsiness), or that may adversely affect the manner, including medical marijuana, must obtain written certification from the prescribing physician or a pharmacist that the drug will not interfere with safe and productive job performance. This certification should be maintained by the employee and should not be provided to the college, except upon request. If the physician or pharmacist suggests work restrictions, those restrictions must immediately be made known to the college.

Scope: This policy applies to all employees.

Responsibilities: The college has implemented circumstances for drug and/or alcohol tests: (1) reasonable suspicion testing, (2) return-to-duty testing, and (3) follow-up testing.

Reasonable Suspicion Testing

When the college has reasonable suspicion to suspect drug or alcohol use in violation of this Policy, the College may require the employee(s) to submit to



drug and/or alcohol testing. Reasonable suspicion may exist in a variety of circumstances, including but not limited to: (1) where an employee manifests physical or behavioral symptoms or reactions commonly attributed to the use of drugs or alcohol, which could include appearance, conduct, speech, or odor, or (2) the college otherwise receives reliable information indic

Definitions: _____

Date Approved/Revised: