

**DRUG FREE WORKPLACE/COLLEGE**

It is the policy of the College to maintain a drug-free educational institution for its students, and a drug-free workplace for its employees. The provisions of this Rule are intended to insure that this policy shall be fully implemented and maintained.

1. The policy of the College is to prohibit the manufacture, distribution, dispensing, possession, or use of controlled substances, as defined by U.S. or Florida Statutes, by students, employees, or visitors of the College.
2. Violations of this Rule may result in the violator being referred to public authorities for possible prosecution. Further, violations of this policy, or conviction for the violation of any criminal drug statute occurring on College owned or leased premises, shall, in addition to any criminal penalties, result in the following penalties to be imposed by the College.
	1. Employees - For repeated violations of the College policy, or conviction of any criminal drug statute constituting a felony, an employee may be terminated with loss of Terminal Leave pay, or any lesser penalty as determined by the President. For a single violation of the College policy, or conviction of a criminal drug statute, constituting a misdemeanor, an employee shall be subject to disciplinary action, including possible termination of employment, as determined by the President.
	2. Students - For a violation of the College policy, or conviction of any criminal drug statute as above, the student shall be subject to dismissal, or any lesser penalty, as determined by the President.
	3. Visitors - For a violation of the College policy, or conviction of any criminal drug statute as above, a visitor, whether invited or uninvited, shall be subject to disciplinary action, up to and including being permanently banned from college premises and activities and may be reported to law enforcement authorities, as determined by the President.
	4. As an alternative action for violations, employees and students may be required to satisfactorily participate in a drug abuse assistance or rehabilitative program approved by an appropriate agency.
	5. The President may appoint a committee composed of college employees and others, to advise him as to appropriate disciplinary actions.
3. The College shall publish statements of the above policy in a manner designed to advise employees, students and visitors of the policy and the possible action which may be taken in case of violation of the policy. Employees and students shall be provided with a copy of the policy.
4. As a condition of employment, employees funded all or in part by a federal grant, shall agree in writing to abide by the above policy, and to notify the College, in writing, if they are convicted of a criminal drug statute violation occurring on College premises, no later than five (5) days after the conviction.
5. Within ten (10) days of receiving notice of a conviction from an employee under paragraph IV above, or otherwise receiving actual notice, the College shall notify the federal funding agency which funds any portion of the employee’s salary, of the conviction.

1. The actions specified in Paragraphs II A & D above, shall be taken within thirty (30) days of receiving notice under Paragraph IV above, or otherwise receiving actual notice.
2. Health risks associated with the use of illicit drugs and the abuse of alcohol include development of a wide range or physiological, psychological, behavioral, and psycho-social impairments, frequently resulting in disability or death.
3. Drug and alcohol counseling, treatment, or rehabilitation re-entry programs available to employees and students in the community include: Alcoholics Anonymous, Narcotics Anonymous, and AlAnon; individual and group programs offered through the mental health care centers; Delphos, providing inpatient and outpatient programs; mental health counselors, psychologists, and psychiatrists in private practice; and Helpline, which provides referral services to these and other programs.
4. The selling, purchasing, manufacturing, delivering, or possession of controlled substances is a misdemeanor of the first degree or felony in the second or third degree. The possession of controlled substances in excess to 10 grams is a felony of the first degree. Delivery by person(s) 18 or older or person(s) under 18, or hiring person(s) under 18 to deliver controlled substance is a felony of the first degree or second degree. The selling, purchasing, manufacturing or delivering, or possession of controlled substances within 1000 feet of a school is a felony in the first or second degree.