

# MANUAL OF POLICY

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**POLICY NUMBER:** II-86

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**POLICY TITLE:** All Personnel: Drug/Alcohol Dependency

**LEGAL AUTHORITY:** Florida Statute 112.0455, 1001.64 and Rehabilitation Act of 1973 as amended; Americans with Disabilities Act (ADA) of 1990; American with Disabilities Act Amendments Acts (ADAAA) of 2008

**DATE OF LAST REVIEW:** 9/29/2005, 6/19/2007, 7/21/2009, 7/19/2011, 7/16/2013, 7/10/2024 and 9/17/2024


**DATE OF BOARD ACTION:** 3/24/1987, 9/21/1999, 10/23/2001, 9/29/2005, 6/19/2007, 7/21/2009, 7/19/2011, 7/16/2013 and 9/17/2024

This policy is adopted to inform College employees of Miami Dade College's commitment to maintain a drug and alcohol-free work environment; and employees' responsibilities and obligations to support the College's commitment.

College employees are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession and/or use of controlled substances in the workplace. Employees violating the College Drug/Alcohol Dependency policy and procedure may be subject to evaluation and/or referral to treatment for drug/alcohol abuse and/or disciplinary action including, but not limited to summary dismissal in accordance with College Procedure 2410: Performance Standards and Appeal Process for All Full-Time Professional Exempt Contractual and Support Employees, College Procedure 2160: Part-Time Employee Performance Standards or the collective bargaining agreement for instructional personnel.

Any individual, employee or outsider, suspected of illegally distributing or selling drugs or alcohol on College's premises or in any College facility must be, immediately, reported to the Campus/District administration and Campus Public Safety Office.

See College Procedure 2400: All Personnel: Drug/Alcohol Free Workplace.

	9/17/2024
<b>CHAIRMAN</b>	<b>DATE</b>