

MANUAL OF POLICY

POLICY NUMBER: II-86

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POLICY TITLE: All Personnel: Drug/Alcohol Dependency

LEGAL AUTHORITY: FLORIDA STATUTE (F.S.) 112.0455, 1001.64(3)(6) and Rehabilitation Act of 1973 as Amended; Americans with Disabilities Act (ADA) of 1990; American with Disabilities Act Amendments Acts (ADAAA) of 2008 as under Legal authority

DATE OF LAST REVIEW: 9/29/2005, 6/19/2007 and 7/21/2009


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

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

College employees are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession or use of controlled substances in the workplace. Employees violating the College Drug/Alcohol Free Workplace policy and procedure may be subject to summary dismissal in accordance with College Procedure 2410: Performance Standards and Appeal Procedure for All Professional and Support Employees or the collective bargaining agreement for instructional personnel.

Any employee or outsider suspected of illegally distributing or selling drugs or alcohol 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.

	7/21/09
CHAIRMAN	DATE