

Policy: Drug-Free Workplace	Number: 613.01
Date Revised: 09-01-17	Supersedes: H-13
Cross Reference: <i>The Alabama Community College System Policy 613.01</i>	Issued: 06-29-89

In compliance with the Drug-Free Workplace Act of 1988; Drug-Free Scholar and Communities Act of 1989, Ingram State Technical College shall take reasonable and necessary action as required by federal and state law to provide a drug-free environment.

Specifically, the unlawful manufacture, distribution, possession, or use of a controlled substance is prohibited by Ingram State Technical College on any property owned, leased, or controlled by the College or during any activity conducted, sponsored, or authorized by or on behalf of Ingram State Technical College. A “controlled substance” shall include any substance defined as a controlled substance in Section 102 of the Federal Controlled Substance Act (21 U.S. Code 802) or in the Alabama Uniform Controlled Substance Act (Code of Alabama, Section 20-2-1, et seq.).

Any employee who is convicted by any federal or state court of an offense which constitutes a violation of Paragraph #2 above shall notify the president in writing of said conviction within five (5) days after the conviction occurs. Conviction, as defined in P.L. 100-690, shall mean “a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both.”

In the event of a report of a conviction pursuant to Paragraph #3 above, where the employee is working in a project or a program funded through a federal contract or grant, Ingram State Technical College shall notify in writing within ten (10) days any federal agency to which such notification by Ingram State Technical College is required under P.L. 100-690.

In the event an employee violates Paragraph #2 above or receives a conviction as described in Paragraph #3 above, the respective employee shall be subject to appropriate disciplinary action which may include, but is not limited to, termination of employment. The college shall also reserve the right to require said employee, as a condition of continued employment, to satisfactorily complete a drug treatment or rehabilitation program of a reasonable duration and nature.