

## **Drug-Free Workplace Policy (from page 101 of the [ACC Curriculum Student Handbook, 2008-09](#))**

Drug abuse and use at the workplace are subjects of immediate concern in our society. These problems are extremely complex and ones for which there are no easy solutions. From a legal standpoint, individuals convicted of violations of drug laws can face imprisonment and substantial fines. From a safety perspective, the users of drugs may impair the well-being of all employees or the public at large and result in damage to College property. Therefore, it is a policy of this College that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the College's workplace is prohibited. Any employees or students violating this policy will be subject to disciplinary action up to and including termination or dismissal and referral for prosecution. The specifics of this policy are as follows:

1. Alamance Community College does not differentiate between drug users and drug pushers or sellers. Any employee or student who gives or in any way transfers a controlled substance to another person or sells or manufacturers a controlled substance while on the job or on College premises will be subject to disciplinary action up to and including termination or dismissal and referral for prosecution.
2. The term "controlled substance" means any drug listed in 21 U.S.C. Subsection 812 and other federal regulations as well as those listed in Article 5, Chapter 90 of the North Carolina statutes. Generally, these are drugs which have a high potential for abuse. Such drugs include but are not limited to heroin, marijuana, cocaine, PCP and "crack." They also include "legal drugs" which are not prescribed by a licensed physician.
3. Each employee and student is required to inform the College within five days after he/she is convicted for violations of any federal or state criminal drug statute where such violation occurred on the College's premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal or state court.
4. The College Human Resources Office (employees) or Student Development Office (students) will notify the appropriate U.S. government agency within ten days after receiving notice from the employee or student or otherwise receiving actual notice of such a conviction.
5. If an employee or student is convicted of violating any criminal drug statute while on the workplace, he/she will be subject to disciplinary action up to and including termination or dismissal and referral for prosecution. Alternatively, the College may require the employee or student to successfully finish a drug abuse program sponsored by an approved private or governmental institution as a precondition for continued employment or enrollment. Action by the College will be taken within 30 days after notification of a drug-related conviction.
6. As a condition of further employment on any federal government grant, the law requires all employees to abide by this policy. As specified in the College's conduct code for students, all students are expected to abide by this policy.