

GCCC Policy Add Template

Category: Personnel

Division: HUMAN RESOURCES

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Policy Title: DRUG AND ALCOHOL FREE CAMPUS

Policy Statement: Alcoholic beverages and illegal drugs are prohibited on college property. There are designated areas on campus as approved by the President and Board of Trustees, where alcoholic beverages can be served at an organized event, with prior approval by administration. Possession, or the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance on the Garden City Community College Campus, within college buildings, at off-campus college worksites or at any college sponsored event is strictly prohibited. Violation will result in immediate disciplinary action up to and including dismissal from college.

Procedures: Garden City Community College Drug-Free Work Place Policy Drug-Free Institution of Higher Education Policy (Compliance with Section 22 of the Drug-Free Schools and Communities Amendments of 1989, Public Law 101-226) GARDEN CITY COMMUNITY COLLEGE PHILOSOPHY Garden City Community College has long recognized that the abuse of alcohol and the use of other drugs harm an academic community in many ways. This high risk behavior is exemplified by decreased productivity among members of the community, serious health problems, strained social interactions as well as forms of vandalism and other crimes. Problems associated with the illicit use and abuse of substances have a pervasive impact upon our academic community and are not associated with a singular socioeconomic group or age level.

Alcohol abuse and the use of illicit drugs especially impair the processes of education and learning. Garden City Community College subscribes to the basic philosophy of the Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse which states: The institutional establishment enforces clear policies that promote an educational environment free from the abuse of alcohol and other drugs.

The institution will provide education for its members for the purpose of preventing alcohol and other drug abuse as well as educating them about the use of legal drugs in ways that are not harmful to self or others. Garden City Community College will create an environment that promotes and reinforces health responsible living; respect for community laws and campus standards and regulations; the individual's responsibility within the community; and the intellectual, social, emotional, spiritual or ethical, and physical well-being of its community members. The institution will provide for a reasonable level of care for alcohol and other drug abusers through counseling, treatment and referral.

POLICY & COLLEGE SANCTIONS

A. Employees It is the policy of Garden City Community College that the unlawful manufacture, distribution, dispensing, possession or use of controlled substances is prohibited in its workplace or as a part of any Garden City Community College activities, any full or part-time officer or employee of the college, including faculty, other unclassified staff, classified staff, administrators, and student workers,

found to be illegally manufacturing, distributing, dispensing, possessing or using controlled substances at the workplace of the college shall be subject to disciplinary action in accordance with applicable policies of the State of Kansas and the College Board of Trustees.

Officers and employees are reminded that illegal manufacture, distribution, dispensing, possession or use of controlled substances may also subject individuals to criminal prosecution. As a condition of employment, all employees of Garden City Community College shall abide by the terms of this policy statement and any employee convicted of, or aware of any other employee(s) convicted or in violation of any criminal drug statute will notify the President or his/her designee, no later than ten days after the conviction.

For purposes of this policy, “conviction” means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

The term “controlled substance” as used in this policy means those substances included in Schedules I through V of section 202 of the controlled Substances Act and as further defined by regulation at 21 CRF 1300.11 through 1300.15. The term does not include the use of controlled substances pursuant to a valid prescription or other uses authorized by law.

Concerning the use of alcohol, any alcohol consumption on the campus is strictly prohibited. The President must approve consumption of alcohol at official college activities, in advance. Garden City Community College will not permit or condone the consumption of alcohol at such events by any individual under the age of 21. In accordance with Garden City Community College disciplinary policies and practices, when an employee is found to be in violation of this policy the employee maybe subject to penalties up to and including termination by the President with final approval by the Board of Trustees.

The Garden City Community College Board of Trustees reserves the right to require an employee to satisfactorily complete, at the employee’s expense, assessment and/or treatment in an accredited rehabilitation program before being allowed to return to work. Appropriate action will be taken within thirty (30) days of Garden City Community College’s notice of a conviction or violation of this policy.

Contacts: Director of Human Resources

Approved Date: 2/1/2020

Policy History: [11/15/2013](#), [02/01/2020](#)

Keywords: drugs, alcohol, illegal, substances

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