

**DRUG-FREE WORKPLACE
COMPLIANCE STATEMENT**

In accordance with Board of Trustee Rule 6Hx6-2.04, Florida SouthWestern State College is seeking to maintain a drug-free workplace. This is the responsibility of all employees. The unlawful manufacture, distribution, dispensation, possession, or use of any illicit drugs or alcohol is prohibited in the workplace.

Any employee found in violation shall be subject to the following: (1) Disciplinary action up to and including dismissal and/or (2) the satisfactory participation in a Federal, State, or local health law enforcement or rehabilitation program.

An employee is responsible for notifying the Human Resources Office and his/her immediate supervisor at Florida SouthWestern State College of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

TITLE: DRUG AND ALCOHOL POLICY

AUTHORITY: Florida Statute 893.01-03; 1001.64 (44); 1001.65

POLICY:

It is the policy of Florida SouthWestern State College to promote and maintain a drug-free workplace. The unlawful manufacture, distribution, dispensation, possession, or use of controlled substances is prohibited on and off College premises. The possession or use of alcohol under the circumstances described herein is also prohibited. All students and employees are required to abide by the terms of this policy as a condition of initial and continued enrollment and/or employment.

This policy is based on the Florida Comprehensive Drug Abuse Prevention and Control Act, 41 U.S.C. 70-1 et.seq., as amended and is supplemented by College administrative policies and procedures.

1. The illegal use, possession, manufacture, dispensation and distribution of any controlled substance, at any time, whether on or off duty or on or off College premises is strictly prohibited as a matter of College policy.
2. Except as hereinafter provided, use or possession by an employee or student of alcohol in the workplace, or use of alcohol on College property is prohibited. The possession or consumption of alcohol by employees or students of legal age at a College sponsored or approved function where alcoholic beverages are served by the College or sponsor is not a violation of this Section.
3. Any employee or student who reports to work or class or performs his/her duties while under the influence of drugs or alcohol will be in violation of this policy.
4. Violation of this policy can result in referral to appropriate law enforcement authorities, disciplinary action up to and including immediate suspension, expulsion or termination, and/or a requirement of satisfactory participation in a College approved drug or alcohol rehabilitation program. A criminal conviction is not required for sanctions to be imposed upon a student or employee for violation of this policy.