

### **3.14 Drug-Free Workplace**

Blue Ridge Community College prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the College's workplace or while on official College business. Any employee violating this policy will be subject to disciplinary action up to and including dismissal.

*Revised August 24, 1992*

#### **3.14.1 Drug-free Workplace**

- A. Blue Ridge Community College does not differentiate between drug users and drug pushers or sellers. Any employee who possesses, uses, gives, in any way transfers to another person, sells or manufactures a controlled substance while on the job, on College premises, or on official College business, will be subject to disciplinary action, up to and including dismissal.
- B. The term "controlled substance" means any drug listed in. Schedule I, N.C.G.S. § 90-89, or Schedule II, N.C.G.S. § 90-90. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to, Heroin, Marijuana, Cocaine, PCP, "Crack, lysergic acid diethylamide (LSD), opium, amphetamine, and methaqualine." They also include "legal drugs" which are not prescribed by a licensed physician.
- C. Each employee is required by law to inform the College within five days after he or she is convicted for violation of any federal or state criminal drug statute where such violations 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.
- D. The President of the College must notify the federal government agencies granting funds to the College within ten days after receiving actual notice of such a conviction.
- E. If an employee is convicted of violating any criminal drug statute while at the workplace, he or she will be subject to disciplinary action, up to and including termination. Alternatively, the College may require the employee to successfully finish a drug abuse program sponsored by an approved private or governmental institution as a precondition for continued employment.
- F. As a condition of further employment, the law and the College requires all employees to abide by Board of Trustees Policy 3.14 titled "Drug-free Workplace."

*Revised November 10, 2003*