

Sussex County Community College

Policy No.: 200.20

Area: Human Resources

Adopted: May 24, 2016

200.20 Alcohol and Drug Free Workplace Policy

PURPOSE OF THE POLICY

The purpose of this policy is to maintain a work and educational environment that is safe, productive and lawful for Sussex County Community College (“College”) officers, employees, students, and the public.

GENERAL STATEMENT REGARDING ALCOHOL AND DRUG FREE WORKPLACE

The unauthorized possession, consumption or distribution of alcoholic beverages on College premises or at any College function, meeting or event is prohibited.

The unlawful possession, manufacture, distribution, dispensation, or use of any controlled substance on College property or at any College sponsored or associated event.

The College shall periodically, but at least once each year, provide an in-house drug-free awareness program intended to inform employees about the danger and consequences of drug abuse in the workplace.

At the discretion of the College, any employee convicted of a drug offense relevant to his or her employment with the College shall be subject to discipline up to and including termination.