

JAMES A. RHODES STATE COLLEGE  
HUMAN RESOURCES POLICY STATEMENT

This policy and/or procedure provides operating principles for Human Resources issues at James A. Rhodes State College. It supersedes any prior policy covering the specific subject. This policy and/or procedure may be suspended, modified or cancelled as determined by the College. This policy and/or procedure does not create a contract of employment, nor is it a condition of employment between the College and its employees.

This policy and/or procedure is provided on-line for the convenience of access for College employees. The original policy will be the governing copy and is on file in Human Resources.

(Specific Policy Follows on Next Page)

## DRUG-FREE CAMPUS

Policy 5.9  
BOT 3/16/93  
Revised 10/17/06

Applies to: Faculty, Staff and Students

### A. Policy Guidelines

Unlawful possession, use, production, distribution or sale of alcohol or other drugs by any faculty, staff or student is prohibited on College property or as any part of College activities.

### B. Regulations

1. This policy is created to comply with Drug-Free School and Communities Act Amendments of 1989 (Public Law 101-226) which requires that the College show it has adopted and implemented a program to prevent the illicit use of drugs and the abuse of alcohol by faculty, staff and students, and to set forth the College's standards to provide a community setting that is safe, healthy and productive for all faculty, staff and students of James A. Rhodes State College.

2. Any faculty, staff or student violating this policy will be subjected to the appropriate disciplinary procedures; for students found in Student Policy 10, Code of Student Conduct 10.5 (I) and 10.6 Disciplinary Procedures, and for employees found in College Policy 5.5, Disciplinary Action and Due Process.

3. Violation of this policy may also lead to referral for prosecution to the appropriate local, state, and/or federal authorities. Faculty or staff who are convicted by any criminal drug statute violation occurring in the workplace must notify Human Resources within five (5) days of the conviction if they are employed by the College at the time of the conviction.

### C. Responsibilities

The Office of Human Resources will distribute this policy annually to faculty and staff and will include information about referral and treatment, applicable laws and sanctions. The Office of Student Affairs will distribute this policy annually to students and will include the same information as described for faculty and staff.