

**Drug-Free Campus and Workplace, 7.01**  
**Chapter 7: General Administrative**

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**Responsible Office:** Human Resources

**Applies to:** Faculty, Staff and Students

**Approved:** 04/18/2023

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**Policy:** Rhodes State College is committed to maintaining an environment conducive to learning and to the development of the full potential of both students and employees. The College endorses and complies with the U.S. Drug Free Workplace Act of 1988 and the Drug-Free School and Communities Act Amendments of 1989 (Public Law 101-226).

Being under the influence and / or 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/work. The consumption of lawful alcohol at College events may be permitted if such use has been authorized by the College. The use of legal prescription drugs, taken in accordance with a medical professional's orders, is not subject to this policy, and is permitted on the job so long as it does not impair the employee's ability to perform any essential function of the job effectively and in a safe manner that does not endanger other individuals in the workplace.

As a recipient of federal funding, such as student financial aid and federal grants, the College prohibits the manufacture, dispensation, distribution, possession, or use of marijuana in any form on any College-owned property, in the conduct of the College business, or as part of any College activity. Beginning September 8, 2016, Ohio law allowed certain activities related to the possession and use of medical marijuana. However, using and possessing marijuana remains a crime under federal law and continues to be prohibited by and a violation of College policy. This prohibition applies even when the possession and use would be legal under the laws of the State of Ohio. As a result, those with medical marijuana prescriptions/cards are not permitted to use medical marijuana on campus, in the conduct of College business or as part of any College activity.

**Guidelines:****I. Definitions**

- a. **Employee:** Faculty, adjunct or staff members who are employed by the College (including grant funded).
- b. **Student:** An individual who has registered for College classes, or is taking classes, either part time or full time. The status of "student" continues to exist until an individual graduates, is dismissed, or has not registered and is not in attendance after the 15th day of the current term.

**II. Compliance:**

- a. Any employee or student violating this policy will be subjected to the appropriate disciplinary procedures; for students found in the Student Code of Conduct Policy

4.01 and Student Code of Conduct Procedure 4.01(a) and for employees found in Disciplinary Action and Due Process Policy 5.5.

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

### III. Responsibilities:

- a. 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.
- b. The Office of Records and Registration will distribute this policy annually to students and will include the same information as described for faculty and staff.

### Related Policies or Procedures:

[Student Code of Conduct Policy 4.01](#)

[Student Code of Conduct Procedure 4.01\(a\)](#)

[Disciplinary Action and Due Process Policy 5.5](#)

[Mental Health and Wellness Services | Rhodes State College](#)

[Drug-Free Campus and Workplace Procedure 7.01\(a\)](#)

### Compliance References:

U.S. Drug Free Workplace Act of 1988

Drug-Free School Communities Act Amendments of 1989 (Public Law 101-226)

### History:

	Date:	Reason:
<b>Issued:</b>	03/16/1993	Original policy was reviewed and approved by Board of Trustees
<b>Revised:</b>	10/17/2006	Revised
<b>Revised:</b>	04/18/2023	Revised & name change to include "workplace"

*This policy and / or procedure provides operating principles for Human Resources issues at Rhodes State College. It supersedes any prior policy covering 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.*