



Broward
Community
College

Policy Manual

Title: Drug Free Workplace	Number: 6Hx2-3.05
Legal Authority: Fla. Statutes 440.102 (1)(c)	Page: 1 of 1

In order to comply with the Drug Free Workplace Act, the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance at Broward Community College is strictly prohibited. Controlled substance is defined to mean all illegal drugs and prescription drugs taken without a physician's order.

As a condition of employment, each employee shall:

1. Refrain from the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace.
2. Notify the immediate supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.

Within 30 days of receiving notice as required in Number 2 above, Broward Community College will take appropriate disciplinary action against any employee who is so convicted. Such disciplinary action may include termination of employment. The College may require the employee to successfully and satisfactorily complete a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local agency.

Drug Defined. In accordance with *Florida Statutes*, Chapter 440.102(1)(c), *drug* shall mean alcohol, including a distilled spirit, wine, a malt beverage, or an intoxicating liquor; an amphetamine; a cannabinoid; cocaine; phencyclidine (PCP); a hallucinogen; metaqualone; an opiate; a barbiturate; a benzodiazepine; a synthetic narcotic; a designer drug; or a metabolite of any of these substances.

History: Issued on August 22, 1989; revised on October 16, 1990; revised on August 24, 1994; revised on May 21, 1997

Approved by the Board of Trustees	Date 05/21/97	President's Signature 	Date 05/21/97
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