



Broward
Community
College

Policy Manual

Title: Drug Free Workplace	6Hx2-3.05
Legal Authority: Fla. Statutes 112.0455, 49 C.F.R. § 382 Number:	Page: 1 of 2

GENERAL STATEMENT

Broward Community College (the “College”) shall strive to provide and maintain a drug free environment for employees and students. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance at the College is strictly prohibited.

As a condition of employment, employees shall:

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

THE POLICY and THE STUDENT.

By providing and maintaining a drug free environment for students, the College will be enhancing the quality of education in support of the College’s goal of student success.

THE POLICY and THE FACULTY AND STAFF.

By providing and maintaining a drug free environment for employees, the College will be ensuring the safety and quality of the workplace thereby supporting academic excellence.

IMPLEMENTATION and OVERSIGHT.

The Vice President for Human Resources and Equity has responsibility for the implementation and oversight of this policy. Policy violations and appeals would be investigated by the Vice President for Human Resources and Equity and/or his/her designee.

VIOLATION OF POLICY.

Violations of this policy may result in discipline up to and including termination. The College may require an employee who violates this policy to successfully and satisfactorily complete a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local agency.

DEFINITIONS

1. Controlled Substance – all illegal drugs and prescription drugs taken without a physician’s order.
2. In accordance with *Florida Statutes*, Chapter 112.0455, drug means 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. For a more detailed definition, please see Fla. Stat. 112.0455.

History: Revised as Policy

**Approved by the
Board of Trustees**

Date
05/01/08

President’s Signature

J. Daniel Anthony J.

Date
05/01/08



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