

Policy Manual



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

GENERAL STATEMENT

Broward 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. The use of any legally obtained drug, including alcohol, to the point of intoxication or influence adversely affecting the employee’s job performance, is prohibited.
3. No employee shall report to work or be on duty when his or her judgment or physical condition has been impaired by alcohol, medication, or other substances.
4. Notify the immediate supervisor and/or Human Resources of any criminal drug statute conviction 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 Associate 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 Associate 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. **Drug** – 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;

History: Revised as Policy May 1, 2008; revised February 26, 2013

Approved by the Board of Trustees	Date 2/26/13	President’s Signature 	Date 2/26/13
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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 May 1, 2008; revised February 26, 2013

**Approved by the
Board of Trustees**

Date
2/26/13

President's Signature

A handwritten signature in black ink that reads 'J. David Anthony Jr.'.

Date
2/26/13