

**DRUG/ALCOHOL FREE WORKPLACE**

<b>BP No. 7150</b>
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Board Adopted: 5-10-89; 7-25-90; 4-13-05

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- I. The Drug-Free Workplace Act of 1988 and Drug Free Schools and Communities Act Amendments of 1989 require contractors doing more than \$25,000 in business annually with the Federal government and recipients of grants by any Federal agency to establish a policy for a drug free and alcohol free workplace.
- II. Rio Hondo Community College District strives to maintain a workplace free from the illegal use, possession or distribution of controlled substances (as defined in schedules I through V of the Controlled Substances Act, 21 United States Code 812, as amended) and alcohol. Unlawful manufacture, distribution, dispensation, possession or use of controlled substances or alcohol by College employees in the workplace or on College business is prohibited. In addition, employees shall not use alcohol, illegal substances or abuse legal substances in a manner that impairs performance of assigned tasks.
- III. Employees found to be in violation of this Policy will be subject to corrective action, up to and including dismissal, under applicable College Policies and employee association agreements.
- IV. The Drug-Free Workplace Act of 1988 (Public Law 100-590, Title V, Subtitle D) requires that College employees directly engaged in the performance of work on a Federal contract exceeding \$25,000 in business annually or a Federal grant shall abide by this Policy as a condition of employment and shall notify the College within five days if they are convicted of any criminal drug statute violation occurring in the workplace or while on College business. The College is required to notify the Federal contracting or granting agency within ten days of receiving notice of such conviction and to take appropriate corrective action or to require the employee to participate satisfactorily in an approved drug-abuse assistance or rehabilitation program.