



RULES OF THE BOARD OF TRUSTEES

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- (1) The College shall strive to provide and maintain a drug-free environment for employees and students. The College President shall develop procedures and guidelines to implement the provisions of this rule and to inform all employees and students that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance or alcohol while on College property or as part of any of its activities is prohibited.
- (2) The procedures associated with this rule shall be made pursuant to applicable statute, rule and case law to that effect and may be amended as appropriate to conform to changes in applicable statutes, rules and case law without amending this rule.
- (3) The College President shall include in the procedures referenced above the following:
 - A. Provision for drug and alcohol testing of:
 1. recommended appointees for full-time employment positions in a safety-sensitive area (positions that have responsibility for ensuring the safety and security of students, employees and the public as well as systems and equipment necessary to the continuing business operations of the College) or selective admissions programs,
 2. current College employees upon reasonable suspicion,
 3. current College employees in safety-sensitive assignments or selective admissions programs, and
 4. employees who are required by the College to hold a Florida Commercial Drivers License.
 - B. Provision for informing employee(s) and student(s) on a regular basis about the applicable legal sanctions for drug and alcohol abuse, the risks associated with such use, and a description of drug or alcohol counseling treatment, training and education programs, rehabilitation or re-entry programs available.
 - C. Provision for prohibiting the consumption of alcohol on College property except as required for curriculum-related activities or as approved by the College President.
 - D. Provision for the prudent and appropriate use of alcohol when approved pursuant to (3)C. above.
 - E. Provision for drug and alcohol testing for students enrolled in fields of study where impairment may cause a serious threat to the safety of students or others.



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- (4) The provisions of this rule shall be enacted in full compliance with the College's due process procedures and other applicable rules. Any person determined to be in violation of this rule or its associated procedures shall be subject to suspension, termination, criminal prosecution, participation in a drug rehabilitation program and/or such other action the College deems appropriate.

(General Authority: F.S. 112.0455, 1001.64, 1001.65, Drug-Free Workplace Act of 1988)

(Adopted 05/31/89, Revised 6/20/90, 08/20/91, 06/30/92, 04/02/96, 10/03/00, 12/07/04, 08/11/15)
(Reviewed 05/13/14, 06/14/16)