

AIMS COMMUNITY COLLEGE POLICY

DRUGS AND ALCOHOL

General: In compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, Aims Community College is committed to providing a safe and healthy environment for employees, students and visitors to our facilities. To achieve this, Aims provides a drug-free work environment, for both certain prescription drugs and illicit substances, where employees and students do not use during working hours and refrain from reporting to work under the influence of a controlled substance, alcohol, or any other substance that may impair their ability to perform in a safe and efficient environment. Aims expects all members of its community to conduct themselves in accord with the local, state and federal laws and Aims rules governing drug and alcohol use. As set forth in local, State, and Federal laws, and the rules Aims, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on campus-controlled property is strictly prohibited. Employees with questions regarding appropriate use of prescription medications while on duty, should contact their Senior Management representative or Human Resources.

Serving Alcohol on Aims-Controlled Property: Alcoholic beverages may not be served, consumed or possessed at any event which is considered a student activity. The College President may permit the serving of alcoholic beverages on Aims-controlled property at non-student events upon prior written application and approval. Those persons or organizations that control the service of alcoholic beverages are responsible for compliance with applicable laws and Aims regulations. The serving of alcoholic beverages shall only be performed by properly licensed individuals or entities.

Prescription Drug Use: Aims recognizes that individuals may be taking prescribed medications. However, to ensure the safety of all Aims employees, students, and visitors, drugs that impair the individual's ability to perform job duties or participate in class activities effectively may be subject to actions described in the Sanctions section of this policy. Possession of prescription drugs without a prescription, abuse of prescription drugs and the sale or distribution of prescription drugs is strictly prohibited.

Clinical Sites and Affiliate Settings: Faculty members and other employees of Aims who teach at hospitals, clinical sites, and/or work at affiliate locations, settings, or sites shall meet the requirements of those sites, which may include drug testing. Aims employees and students are required to abide by collaborative agencies associated policies and procedures when representing the College in an official capacity.

Sanctions: Students, student organizations and employees who violate this policy shall be subject to disciplinary action by Aims, up to and potentially including separation of employment or expulsion, in addition to any civil or criminal charges by governmental authority. Additionally, employees or students who violate this policy may be required, at their own

expense, to participate satisfactorily in alcohol or drug abuse education, counseling or rehabilitation programs at the discretion of the College.

The President shall implement and maintain procedures to carry out the intent of this policy.

APPROVED: Aims Board of Trustees

Date: April 6, 2005

Revised: March 3, 2010

February 17, 2014