

Aims Community College Policy
Employee Services
Drug-Free Workplace

In compliance with the Drug-Free Workplace Act of 1988, Aims Community College (the “College”) has a longstanding commitment to provide a safe, quality-oriented, and productive work and learning environment. Alcohol and drug use and abuse pose a threat to the health and safety of the College’s employees, students, and to the security of the College’s equipment and facilities. The College explicitly prohibits the manufacture, use, and distribution of controlled substances in the workplace. For these reasons, the College is committed to the elimination of drug and alcohol use and abuse in the workplace.¹

This policy applies to all employees and all applicants for employment of the College. The Human Resource (HR) department is responsible for procedure administration.

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

Revised: February 8, 2023
February 17, 2014
May 8, 2009
Adopted: November 1, 1989
Responsible Administrator: College CEO/President
Renumbered from 4-1900

¹ An exception to this portion of the policy exists for College- and non-college-based events where alcohol is served as a sanctioned offering at the event. Employees of legal drinking age are permitted to responsibly consume alcohol during such events. By permitting of-age Employees to consume alcohol at events on campus, Aims does not waive its right to enforce any other policy or procedure regarding Employee conduct that may be implicated by an Employee’s actions while under the influence of alcohol. Employees are reminded that their actions are always governed by Aims Code of Conduct.