



Category	
POLICY: 7-08 Drug Free Campus Policy	
Approval	
LT Approved: 4/5/16	
Effective Date: 4/5/16	
Revised:4/5/16	
Responsible Party: VP Finance and Administration	

Policy Statement

The College is committed to maintaining a drug and alcohol free campus. To assist in the maintenance of a drug and alcohol free campus and to comply with the Drug Free Schools and Communities Act Amendments of 1989, the following has been adopted: Employees and students are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession, or use of illicit drugs and alcohol in conducting any College activity. Any violation is to be reported to the immediate supervisor or department head within five working days and administration must be notified. An investigation will be conducted under the direction of Human Resources or the Vice President of Student Services and the appropriate action to be taken will be determined. Appropriate action may include any of the following:

- Warning;
- Probation;
- Requirement of the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved as such by federal, state, or local health, law enforcement, or other appropriate agency;
- Suspension; or
- Termination

The specific action to be taken will be determined on a case-by-case basis by the Human Resource Director or Vice President of Student Services.

In the event a report is received of a criminal drug statute conviction for a violation occurring on the campus or campus controlled property involving an employee who is employed under federal grant funds, the College's grants administration will notify the federal agency from which the grants are received as appropriate. The College shall conduct a review of its program on a periodic basis to: (i) determine its effectiveness and implement changes to the program if they are needed; and (ii) ensure that its disciplinary sanctions are consistently enforced. The term "controlled substances" as used in this policy means those substances included in Schedule I

through V of section 202 of the Controlled Substances Act and as further defined Kansas State Statute (KSA 21-36) and by Wichita City Code (Chapter 5.26)