

Policy Number	Policy Title
BP3.5	Drug-Free College

Orange County Community College is committed to maintaining a drug free environment and will comply with “The Drug-Free Schools and Communities Amendments Of 1989” as mandated by Section 22 of Public Law 101-226, and the “Drug-Free Workplace Act of 1988.”

From a safety perspective, those who use or possess drugs or alcohol may impair the well-being of students and employees, interfere with the College’s educational and workplace environment, or cause damage to College property.

The unlawful manufacture, distribution, dispensation, possession or use of narcotics, drugs, other controlled substances or alcohol is prohibited in any College building or on any College premises; in any College-owned vehicle or in any other College-approved vehicle used to transport students to and from the College or College activities; and off-campus property at any College-sponsored or College-approved activity, event or function (such as a field trip or athletic event where students are under the jurisdiction of the College).

“Controlled substance” means any drug listed in Title 21 of the United States Code and other federal regulations, as well as those listed in Chapter 90 of the New York General Statutes.

Standards of Conduct for Employees and Visitors

The College has a vital interest in ensuring safe, healthful and efficient working conditions for employees and learning conditions for students. The College is also committed to offering visitors a safe environment in which to enjoy the College premises, programs and offerings. The unlawful presence of controlled substances on College premises conflicts with these vital interests and constitutes a violation of the public trust. For these reasons, the College has established, as a condition of employment and continued employment, the following:

- The unlawful manufacture, distribution, dispensation, possession or use of narcotics, drugs, other controlled substances or alcohol at any College work location or premises is prohibited
- Employees who unlawfully manufacture, distribute, possess or use a controlled substance will be subject to disciplinary procedures consistent with applicable and collective sanctions
- Employees must notify the Human Resources Office of any criminal drug statute conviction for a violation occurring in the workplace, or at a work site, no later than five (5) days after such a conviction
- All employees are hereby advised that full compliance with the foregoing policies shall be a condition of employment at the College
- Advance written approval and authorization is required from the President of the College for the consumption of alcohol at College-sponsored functions

For the purposes of this policy, students are governed by the College’s Student Code of Conduct.

The Board of Trustees directs the President to develop such procedures as to fairly implement this policy.

Amended: Oct. 21, 2020