

# Policy

Policy # 3.02.14

Effective Date 12/22/93

Reviewed 01/2015

<i>(Impact Area - Dept Name)</i> All Employees	<i>(General Subject Area)</i> Conditions of Employment	<i>(Specific Subject Area)</i> Drug Free Workplace
	<b>Author:</b> Human Resources	<b>Supersedes Policy #</b>
<b>Relates to Procedure #</b> 3.02.14	<b>Impact:</b>	
<b>Legal Citation (if any):</b>	Drug Free Workplace Act of 1988, 34 CFR, Part 85, Subpart F and regulations published in 1/31/89 Federal Register	
<b><i>North Idaho College</i></b>		

Policy Narrative:

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- A. The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance or alcohol is prohibited on college owned or controlled property. This policy applies equally to administrators, faculty, staff and students.
- B. No employee is to perform his or her work while under the influence of alcohol or illegal mood altering substances.
- C. Any employee of North Idaho College found in violation of this policy is subject to disciplinary action.
- D. This policy reflects our conviction that the use of these substances within the context of this community is inappropriate and counterproductive to the education, moral, and developmental objectives of North Idaho College.