

Title: Drug-Free Workplace	Number: 6.6	Page 1 of 1
	Related Procedure? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Legal Citation (if Applicable) Federal Drug-Free Schools and Communities Act of 1989, Drug-Free Workplace Act of 1988	Board Approval/Revision: 08 Sept 2014 Revised 1 September 2016	

Colorado Mountain College (CMC) is committed to providing a campus and workplace environment free from the abuse of alcohol and the illegal use of alcohol and other drugs. In compliance with the provisions of the Federal Drug-Free Schools and Communities Act of 1989, and the Drug-Free Workplace Act of 1988, the College President or the College President’s designee will take such steps as are necessary in order to adopt and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by the College’s students or employees on College premises or as a part of any College activity. The College President or the College President’s designee may establish procedures for drug and alcohol testing of employees and students.

The following standards of conduct apply to students and employees:

- Students and employees are prohibited from engaging in the unlawful manufacture, distribution, or use of illicit drugs and/or alcohol on College property and/or during College activities.
- Students are prohibited from attending class while under the influence of illegal drugs or alcohol.
- Employees are prohibited from reporting to work while under the influence of illegal drugs or alcohol.
- Employees and students shall notify the College of any criminal drug statute conviction for a violation occurring in the workplace or during College-sponsored activities no later than five (5) days after such conviction.

The College President or the College President’s designee is authorized to impose disciplinary sanctions on students and employees (consistent with local, state, and federal law), up to and including expulsion or termination of employment and referral for prosecution, for violations of standards of conduct required by this policy. For purposes of this policy, a disciplinary sanction may include completion of an appropriate rehabilitation program.

Please note that state law decriminalizing marijuana for personal use or for use by individuals with a prescription has no impact on College policy prohibiting the possession or use of marijuana at work or on College property, being under the influence of marijuana at work or on College property, or having any detectable level of marijuana in an employee’s system. State law does not require the College to accommodate the medical use of marijuana, and marijuana is still illegal under federal law, with or without a prescription. However, if an employee has a medical condition for which they need an accommodation in order to perform their job, the College will work with the employee to identify a reasonable accommodation, other than one that may result in detectable levels of marijuana in the employee’s system at work. See the College policy regarding Americans with Disabilities Act (ADA) Accommodations and Religious Accommodations.

CMC reserves the right to require drug or alcohol testing of any employee to the extent permitted by law.