

# Drug-Free Workplace Policy

In compliance with the drug-free workplace requirements of Public Law 100-690 for recipients of federal contracts and grants, the following policy is in effect for Wallace State Community College:

1. The unlawful manufacture, distribution, possession, or use of a controlled substance is prohibited by Wallace State Community College on any property owned, leased, or controlled by Wallace State Community College or during any activity conducted, sponsored, authorized by, or on behalf of Wallace State Community College. A “controlled substance” shall include any substance defined as a controlled substance in Section 102 of the Federal Controlled Substance Act (21 U. S. Code 802) or in the Alabama Uniform Controlled Substance Act (Code of Alabama, Section 2-2-1, et seq.).
2. Wallace State Community College has and shall maintain a drug-free awareness program to inform employees concerning the following:
  - A. The dangers of drug abuse in the workplace.
  - B. Maintenance of a drug-free workplace.
  - C. Drug counseling and rehabilitation programs.
  - D. Possible penalties for drug-abuse violations.
3. Any employee who is convicted by any Federal or State Court of an offense that constitutes a violation of paragraph one shall notify the President of Wallace State Community College in writing of said conviction within five (5) days after the conviction occurs. Conviction, as defined in P.L. 100-690, shall mean “a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both.” Any employee who has been convicted by any Federal or State Court of an offense that constitutes a violation of paragraph one since completing his or her initial application shall notify the President immediately to avoid possible future complications.
4. In the event of a report of a conviction pursuant to paragraph three, providing that the employee is working in a project or a program funded through a Federal contract or grant, Wallace State Community College shall notify in writing within ten (10) days any Federal agency to whom such notification by Wallace State Community College is required under P.L. 100-690.
5. In the event that an employee violates the provisions of paragraph one or receives a conviction as described in paragraph three, the respective employee shall be subject to appropriate disciplinary action which may include, but is not limited to, termination of employment. Wallace State Community College shall also reserve the right to require said employee, as a condition of continued employment, to complete a drug treatment or rehabilitation program of a reasonable duration and nature, at the employee’s own expense.
6. Wallace State Community College shall make a good-faith effort to ensure that paragraphs 1-6 are followed.
7. Each employee of Wallace State Community College shall receive a copy of this policy.