

Drug/Alcohol Free Environment

Hagerstown Community College will maintain a safe, healthy, and productive environment free of alcohol and drugs for all employees and students. The College endorses the provisions of the Drug Free Workplace Act of 1988 and any applicable regulations by government agencies with respect to drug abuse and thereby establishes a drug-free and alcohol-free work place and learning environment.

It shall be unlawful and prohibited for an employee to manufacture, distribute, dispense, possess or use controlled substance or illegal drugs on College property, in a College vehicle, or while engaged in the discharge of College duties of College premises.

Compliance with the standards set forth in this policy is mandatory. The College will refer violations to law enforcement officials for prosecution where appropriate and take necessary disciplinary action against the offender up to and including dismissal. The College may require the employee to satisfactorily participate in a drug or alcohol abuse assistance or rehabilitation.