



Santa Fe College Rules Manual

Title: **Drug-Free Workplace**

Rule 3.36

General Authority: FS1001.64; 20 USC 1011i

Law Implemented: FS 1001.64(4)(5)

Effective Date: January 10, 1991

Purpose: To state commitment to a drug-free workplace.

The College is committed to the belief that substance abuse programs are essential components of a comprehensive plan to deal with substance abuse by students and employees on campus or while engaged in College-related activities. The College recognizes that such abuse constitutes a serious threat to the health and well-being of its employees and students and significantly impedes the learning process.

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or alcohol is prohibited in the workplace, either on College property or as part of any College activity. An employee who violates this rule shall be subject to any of the following penalties:

- A. Satisfactory completion of an appropriate rehabilitation program
- B. Reprimand
- C. Suspension
- D. Termination
- E. Referral for prosecution