

## **Drug-Free Campus and Workplace Policies**

Applies to: All employees

### **Policy Statement:**

#### **College Policy on Alcohol and Illicit Drugs**

Consistent with Drug Free Schools and Communities Act requirements, Dartmouth College has implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The College will take disciplinary action against violators, consistent with federal, state, and local laws.

#### **Drug-Free Workplace Policy**

The Drug-Free Workplace Act of 1988 requires Dartmouth, as a federal contractor and grant recipient, to certify that it will provide a drug-free workplace. Unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the Dartmouth workplace. The College will not condone criminal activity on its property, or on property under its direct control, and will take appropriate action up to and including terminating an employee or requiring him or her to participate in a drug abuse assistance or rehabilitation program.

As a condition of employment, employees must abide by the terms of this prohibition and must notify Dartmouth of any criminal drug statute conviction for a violation occurring in the workplace not later than five days after such conviction.

#### **College Disciplinary Sanctions**

The College will impose disciplinary sanctions on faculty and employees who violate the above-stated policies. Depending on the circumstances, these sanctions may range from a minimum of satisfactory participation in a rehabilitation program to a maximum of separation or termination from the College. Although the College does not act as a law enforcement agency, it will not protect individuals who have violated the law. Further, the College will cooperate with law enforcement officials if an on-campus investigation is necessary.

#### **Definitions or Regulations:**

Drug Free Schools and Communities Act, 20 USC 1145g and Drug Free Workplace Act, 41 USC 701.

In addition, there are various federal, state, and local laws that prohibit the illegal use, possession, manufacture, sale, or distribution of illicit drugs and alcohol.

#### **Procedure:**

Submit notice of conviction for offenses occurring in the workplace to the Office of Human

Dartmouth College  
Employment Policies and Procedures Manual  
Policy last updated: Dec 1, 2006  
Resources.

### Documentation:

For more information on drug-free workplace legislation please refer to the U.S. Department of Labor Web site: <http://www.dol.gov/workingpartners/welcome.html>