



**Title of Policy:**

**Drug and Alcohol Free Workplace Policy**

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**Applies to (check all that apply):**

Faculty \_\_\_\_\_ Staff \_\_\_\_\_ Students \_\_\_\_\_  
Division/Department \_\_\_\_\_ College   x  

**Topic/Issue:**

A drug and alcohol free workplace policy promotes a climate conducive to working and learning

**Background to Issue/Rationale for Policy:**

The illegal or abusive use of drugs or alcohol by anyone in the College community jeopardizes the safety of all individuals and will not be tolerated. Federal law, states that it is unlawful to possess any controlled substance. The State of Maryland has its own laws dealing with distribution, manufacturing, and possession of controlled substances and prohibits a person from drinking any alcoholic beverage while on public property, unless authorized by the governmental entity that has jurisdiction over the property;

**State/Federal Regulatory Requirements (cite if applicable):**

- Drug Free Schools and Communities Act Amendment of 1989,
- Public Law 101-226, and
- MHEC Policies Concerning Drug and Alcohol Abuse Control.
- Legal Sanctions Under Federal, State and Local Laws
- State Personnel and Pensions, Title 2, section 306
- Maryland Annotated Code, Article 2B, section 211
- Federal law, 21 USCA, sections 841 and 844 to 845a (1990)
- Memorandum of Understanding – MOU Article 34. Sections 1-7 Drug and Alcohol Abuse

[http://mlis.state.md.us/asp/web\\_statutes.asp](http://mlis.state.md.us/asp/web_statutes.asp)

**Policy Language:**

It is the policy of Baltimore City Community College to prohibit the possession, use, consumption, sale, purchase or distribution, dispensation, or manufacture by any employee of alcohol, illegal drugs, or any illegally-obtained drugs on the College's premises or within its facilities, or in the conduct of College-related work off College premises, or at anytime during the course of the workday.

BCCC is committed to providing a campus environment free from the illegal or abusive use of drugs or alcohol and will not hire anyone who is known to currently abuse drugs or alcohol. These prohibited behaviors jeopardize the safety of all individuals and will not be tolerated. Permitting employees to work under the influence of drugs and alcohol is inconsistent with the special trust placed in the Baltimore City Community College employees as servants of the public.

**Implementation Date:** October 1, 2007

**Originator/Division:** Human Resources

**Approved by the Board of Trustees: September 19, 2007**