



Policy Category: Administrative Policies

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Policy Title: **Drug and Alcohol Free Workplace Policy**

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The College Board of Trustees has declared Hocking College to be a drug and alcohol free workplace. The main purpose is to protect the health and well-being of the College, its individual employees, and its students.

Alcohol is prohibited in college owned or leased buildings, or on college owned or leased grounds and parking lots, unless authorized by the President for an event, or purchased for resale by a college auxiliary enterprise appropriate liquor permits are the responsibility of the lesson when not served in compliance with a Hocking College liquor permit.

The President may waive provisions of this policy or related procedures if doing so will advance the College's mission and is in compliance with state and federal laws.

The College upholds the federal and state laws prohibiting the use, possession, sale, or offering for sale of controlled substances and will not interfere with the legal prosecution of any members of the community who violate such laws. Law enforcement officers, when armed with the proper documents, have the legal right to search any and all buildings on the campus without prior notice.

The unauthorized possession, offer for sale, use or sale of alcohol, or illegal drugs, or the misuse of any legal drugs on college premises or while on college business is prohibited and will constitute grounds for termination. Any employee under the influence of drugs or alcohol, which impairs judgment, performance or behavior while on college business, will be subject to discipline including termination.

Hocking College shall establish procedures to administer this policy.