



Policy Statement Addressing a Drug Free Campus

Drug Free Campus

The College is committed to maintaining a drug and alcohol free campus. To assist in the maintenance of a drug and alcohol free campus and to comply with the Drug Free Schools and Communities Act Amendments of 1989, the following has been adopted:

Employees and students are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession, or use of illicit drugs and alcohol in conducting any College activity. Any violation is to be reported to the immediate supervisor or department head within five working days and administration must be notified. An investigation will be conducted under the direction of Human Resources or the Vice President of Academic Affairs and the appropriate action to be taken will be determined. Appropriate action may include any of the following:

- Warning;
- Reprimand;
- Probation;
- Requirement of the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved as such by federal, state, or local health, law enforcement, or other appropriate agency;
- Suspension; or
- Termination

The specific action to be taken will be determined on a case-by-case basis by the President in consultation with the appropriate department head and the Human Resource Director or Vice President of Academic Affairs.

In the event a report is received of a criminal drug statute conviction for a violation occurring on the campus or campus controlled property involving an employee who is employed under federal grant funds, the College's grants administration will notify the federal agency from which the grants are received as appropriate. The College shall conduct a review of its program on a periodic basis to: (i) determine its effectiveness and implement changes to the program if they are needed; and (ii) ensure that its disciplinary sanctions are consistently enforced.

The term "controlled substances" as used in this policy means those substances included in Schedule I through V of section 202 of the Controlled Substances Act and as further defined Kansas State Statute (KSA 21-36) and by Wichita City Code (Chapter 5.26)

Safety and Security



Policy Statement addressing a Drug Free Awareness Program Drug Free Awareness Program

The College maintains a drug free awareness program to promote a drug and alcohol free workplace. The drug free awareness program will include informing employees about: (i) the applicable legal sanctions under local, state or federal law for the unlawful possession or distribution of illicit drugs and alcohol; (ii) the health risks associated with the use of illicit drugs and the abuse of alcohol; (iii) the availability of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs; and (iv) the College's Substance Abuse/Drug Free Campus Policy which will be given to all employees and included in the new employee orientation packet.

1. Drug-Free Workplace Policy statement (above) - This policy will be distributed to current employees at the time they sign up for employment, posted on the internet and will be referenced in the Handbook for Faculty, Staff and Students as each is updated.
2. Counseling and Testing Center Services also referred to as Addiction Treatment Services (ATS) are provided by Sedgwick County Comcare (940 N. Waco) and is a resource available to all employees and students for problems or suspected problems with gambling, alcohol, and/or drugs. Comcare offers a variety of services including drug assessment, treatment and testing, counseling, education programs and provides general information. Employees and students are encouraged to use these resources to assure a drug-free environment and campus.

Safety and Security