



4.3P Drug-Free Workplace Procedure

Category: Human Resources

Name of Responsible Office: Human Resources and Organizational Development

Title of Responsible Executive: Vice President, Diversity-Equity-Belonging and Executive Director, MCC Downtown Campus

Date Established: March 7, 2016

Date Last Approved: January 29, 2024

Description of Procedure

The Drug-Free Workplace Act of 1988 requires employers to have a policy prohibiting the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the workplace. This process identifies the procedures that will take place to ensure that the College is in compliance with this law.

- A. Each faculty member, staff member and student employee, including those newly hired (at the time of their orientation), will be given a copy of this policy with emphasis on the obligation for compliance as a condition of employment.
- B. Any faculty or staff member convicted of any criminal drug statute violation which has occurred in or on the workplace premises shall provide his or her supervisor or appropriate academic officer written notification of such conviction, including any result and conditions, within five (5) days of conviction. Student employees shall notify the Executive Director, Human Resources and Organizational Development.
- C. A supervisor having knowledge or having received notification of a conviction as described in "B" above shall immediately provide, in writing, notice to the Executive Director, Human Resources and Organizational Development, and the Vice President of the division.
- D. The Executive Director, Human Resources and Organizational Development, or designee will coordinate ongoing drug education and awareness programs in cooperation with Academic and Student Affairs for the College community as well as provide drug informational materials. Faculty, staff and student employees are expected to avail themselves of these programs and materials. Schedules and locations will be publicized in various College media and by individual notification.
- E. Application of the College's corrective discipline policy for violation of this policy will be in accordance with all collective bargaining agreement. Any questions regarding this policy should be referred to the Executive Director, Human Resources and Organizational Development.

Contact Information

Executive Director, Human Resources and Organizational Development