

Standards of Conduct

In compliance with the Federal Drug Free Workplace Act of 1988 (Public Law 100-690) and the Drug Free Schools and Communities Act of 1989 (Public Law 101-226), Labette Community College prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or alcohol (as defined in these Acts and Kansas law) by a student or employee on college property or at any college event or activity.

Residence halls, student clubs and organizations may impose additional restrictions.

Student Sanctions

Students who violate this policy are subject to the Labette Community College Student Code of Conduct Policy and Procedure 4.08. Violations of this policy by students will be reported to the Vice President of Student Affairs and to law enforcement. Student's subject to these penalties will be afforded due process. IN addition to those sanctions, a student may be required to meet with the Case Manager or complete a drug or alcohol abuse education or treatment program as a condition of continued enrollment. The cost of completing such a program will be the responsibility of the student.

Employee Sanctions

As a condition of employment, employees of Labette Community College who violate this policy will be reported to the Director of Human Resources and, when appropriate, to law enforcement officials. Employees of Labette Community College who violate this policy will be subject to any or all disciplinary actions per Policy and Procedure 2.16 Performance Improvement.

Employees who violate this policy will be afforded a hearing in accordance with current policies relating to employee discipline. Nothing in this policy is intended to diminish the right of the college to take any other disciplinary authorized by Labette Community College policies or the negotiated agreement. If it is determined that an employee should complete a drug or alcohol education or rehabilitation program as a condition of continued employment, payment of the costs of any such program will be the employee's responsibility.

Employees convicted of a violation of a criminal drug statute are required to notify Labette Community College of the conviction no later than five calendar days of the conviction. After receiving the notification from the employee, Labette Community College must provide notice of the conviction, including position title and affected grants, to the U.S. Department of Education's Director of Grants and Contracts Service.

Distribution

The information listed in Policy 2.05 will be distributed annually to all employees (including part-time and adjunct faculty) and all students (including part-time students and those enrolled in off-campus programs of the college).

This policy and related procedures will be reviewed and updated biennially by the President's Council. The Director of Financial Aid may make minor modifications to policy if Federal Regulations warrant such revisions.

Health Risks

The consumption of alcohol and drugs of any level may have serious risks, such as altered mood (anxiety, apathy, paranoia psychosis); altered behavior (impaired coordination); sleep disorders, addiction, altered breathing and heart rate; communication of infectious disease, distorted senses, unconsciousness leading to coma; and permanent damage of the liver, heart and central nervous system leading to death. For more information, consult your physician, or your local or Collage library.

Workplace Consequences

The negative impact of substance abuse by employees in the workplace can be; increased risk of accidents, lower productivity, increased insurance costs, increased institutional costs, increased absenteeism. Loss of employment, injury and other negative consequences may result from substance abuse on the job.

Counseling, Treatment, and Rehabilitation

Drug and alcohol counseling and treatment programs are available to students and employees on a national, state, and local basis. The Federal Substance Abuse and Mental Health Services Administration (SAMHSA) website maintains a substance abuse treatment locator at <https://findtreatment.samhsa.gov> Alcohol assessments and personal counseling are available to currently enrolled students and employees through the Lette Center for Mental Health by contacting the Vice President of Student Affairs at 620-820-1268.

Drug and Alcohol Abuse and Prevention Information

The following web sites provide additional drug and alcohol abuse and prevention information:

Employee assistance program - contact LCC Human Resource office, 620-820-1234, Rm. SU207

www.abovetheinfluence.com

www.ncadd.org

www.itmattersks.org

www.drugabuse.gov

www.niaaa.nih.gov

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