



DRUG-FREE WORKPLACE POLICY

The Maine Community College System Board of Trustees recognizes that substance abuse is a complex problem which is not easily resolvable by personal effort and may require professional assistance and/or treatment. Accordingly each campus shall designate an individual to assist faculty and staff members who seek referral for assistance with a substance abuse problem. The campuses shall take necessary steps to insure the confidentiality of all inquires and referrals. All employees shall be informed periodically of the availability of help for substance abuse problems. Campuses shall also make available to employees informational materials regarding substance abuse.

Faculty and staff members with substance abuse problems are encouraged to take advantage of diagnostic, referral counseling, and prevention services available. However, employees availing themselves of these services will not be granted special privileges and/or exemptions from standard personnel practices applicable to job performance requirements. MCCS will not excuse acts of misconduct committed by employees whose judgment is impaired due to substance abuse.

The possession, use, manufacture, or distribution of illegal drugs as defined by federal, state and local statutes is prohibited at any time on MCCS property. Employees knows to possess, use, manufacture, or distribute illegal drugs are liable to public law enforcement sanctions and MCCS disciplinary actions. Use of alcoholic beverages on MCCS property shall be in compliance with state laws and campus regulations and procedures. Violation of such laws, regulations and procedures may result in disciplinary action and, where applicable, criminal proceedings.

I have read the above policy. I understand all information contained herein and agree to comply in good faith.

Witness

Signature

Date

Date

Kennebec Valley Community College
92 Western Avenue
Fairfield, ME 04937-1367
(207) 453-5000 FAX (207) 453-5021