



# COLLEGE of CENTRAL FLORIDA

## POLICY MANUAL

<b>Title:</b> DRUG-FREE CAMPUS AND WORKPLACE	<b>Number:</b> 3.19	<b>Page:</b> 1 of 1
	<b>See Procedures:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Legal Authority:</b> Florida Statutes 112.0455, 440.101, 440.102, 1001.02, 1001.64, 1006.62	<b>Board Adoption/Revision Approval Dates:</b> 7/19/89, 7/18/90, 5/11/94, 4/15/98, 3/26/02, 10/22/02	

College of Central Florida is committed to providing a campus and workplace environment free from the abuse of alcohol and the illegal use of alcohol and other drugs. In compliance with the provisions of the Federal Drug-Free Schools and Communities Act of 1989, the Drug-Free Workplace Act, and the Florida Drug-Free Workplace Program Requirements, the President or the President's designee will take such steps as are necessary in order to adopt and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by the College of Central Florida students or employees on College premises or part of any College activity. In furtherance of this policy, the President or the President's designee shall establish procedures for drug and alcohol testing of employees and students.

The following standards of conduct apply to students and employees:

- Students and employees are prohibited from engaging in the unlawful manufacture, distribution, or use of illicit drugs and/or alcohol on College property, CF Foundation properties, and/or during College activities.
- Students are prohibited from attending class while under the influence of illegal drugs or alcohol.
- Employees are prohibited from reporting to work while under the influence of illegal drugs or alcohol.
- Employees and students shall notify the College of any criminal drug statute conviction for a violation occurring in the workplace or during College-sponsored activities no later than five (5) days after such conviction.

The President or the President's designee is authorized to impose disciplinary sanctions on students and employees (consistent with local, state, and federal law), up to and including expulsion or termination of employment and referral for prosecution, for violations of standards of conduct required by this policy. For purposes of this policy, a disciplinary sanction may include completion of an appropriate rehabilitation program.

College of Central Florida does not discriminate against any person on the basis of race, color, ethnicity, religion, sex, pregnancy, age, marital status, national origin, genetic information, sexual orientation, gender identity, veteran status or disability status in its programs, activities and employment. For inquiries regarding nondiscrimination policies contact Dr. Mary Ann Begley, Title IX Coordinator, Ocala Campus, Building 3, Room 116, 3001 S.W. College Road, 352-291-4410, or [compliance@cf.edu](mailto:compliance@cf.edu).