

Drug-Free Workplace

In accordance with the "Drug-Free Workplace Act of 1988" (Public Law No. 100-690, 5151-5160), effective March 18, 1989, Illinois College is hereby notifying its employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited at Illinois College and in the course of any activities performed in conjunction with the employee's work-related responsibilities. Although the Drug-Free Workplace Act requires that only those employees "directly engaged in the performance of work pursuant to the provisions of the federal grant or contract" abide by this policy, Illinois College has elected to include all employees under this policy, including student employees.

(Controlled substances are defined in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812) and are further defined by the regulation at 21 DFR1300.11 through 1300.15). It is important to note that not only is the use of illegal drugs unlawful, but also the illegal dispensing of legal (prescription) drugs. Alcohol and tobacco are not included in this law.

As a condition of employment at Illinois College, all employees will abide by the terms of the College's Drug-Free Workplace Policy and will notify the College of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction. Employees found in violation of the prohibitions set forth in the policy will be subject to disciplinary actions, which may include suspension or dismissal.

Employees are also urged to attend one of the drug-free awareness programs, which will be made available at different times throughout the year. Other parts of the drug-free program may include drug counseling and employee assistance programs.