

Drug-Free Workplace Policy

BACKGROUND:

On October 21, 1988, Congress enacted the Drug-Free Workplace Act of 1988. This statute requires that all institutions receiving grants from any federal agency certify to that agency that they will maintain a drug-free workplace. The Crossroads Bible College Drug-Free Workplace Policy was developed to accomplish this purpose.

Policy:

Crossroads Bible College is committed to maintain a workplace free from the unlawful manufacture, use, dispensing, possession, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities. Unlawful manufacture, use, dispensing, possession, or distribution of controlled substances by college employees in the workplace is prohibited under this policy.

Compliance with the provisions of these policies shall be a condition of employment. Disciplinary action up to and including termination of employment and/or satisfactory participation in a drug rehabilitation program may be required by any employee who is found to be in violation of this policy. All employees of the College will receive a copy of, and must abide by this policy.

In compliance with the Drug-Free Workplace Act of 1988, any individual must notify his supervisor and the Office of the President within five (5) calendar days of a conviction of any criminal drug statute violation.

The College's efforts to establish and maintain a drug-free workplace will include providing ongoing drug awareness educational programs and dissemination of drug awareness information as well as implementation and strict enforcement of this policy. The Counseling Department will provide information and assistance to individuals with drug-related concerns and provide appropriate referrals for rehabilitation.