

Southeastern Illinois College will provide a drug and alcohol free environment and workplace as defined by the Drug Free Workplace Act of 1988 (41 U.S.C. §701 *et seq.*) and the Safe and Drug Free Schools and Communities Act of 1994 (20 U.S.C §7101 *et seq.*). In addition Southeastern has implemented a zero tolerance policy prohibiting the use or possession of marijuana while at the College or attending College-related activities, in accordance with Sections 10-35(d) and 10-50 of the Illinois Cannabis Regulation and Tax Act. Southeastern has adopted this policy in an effort to prevent alcohol and drug abuse while providing a safe working and learning environment

The College prohibits the possession, use, distribution, dispensing, and manufacture of illicit drugs, alcohol, and marijuana by students and employees on its property or as part of any College activity, except in strict conformance with Board Policy 7004.1 and applicable law.

The use of alcohol within the workplace is prohibited except when authorized by the Board of Trustees or its designee, for approved College functions, in accordance with Board Policy 7004.1 and applicable law. Employees convicted of a violation of a criminal drug statute occurring in the workplace must notify the College (Human Resources Director) within five (5) days of their conviction. Southeastern Illinois College will notify any federal contracting agency within ten (10) days of having received notice that an employee who is engaged in the performance of such contract has had any criminal drug statute conviction for a violation occurring in the work place. Southeastern Illinois College may impose disciplinary action and/or require the participation in a drug/alcohol abuse assistance or rehabilitation program by any employee who is so convicted.

Any employee or student who violates this policy may be subject to disciplinary action, including termination from employment or expulsion from the institution.

In compliance with the Compassionate Use of Medical Cannabis Pilot Program Act (410 ILCS 130/1 *et seq.*), the College will not discriminate against a person based solely on their status as a registered qualifying patient. No College employee may report to work or engage in any College related work while under the influence of illegal drugs, including marijuana. No student or employee may use or possess marijuana, including medical marijuana, on campus, as set forth in Board Policy 6005 (“No Smoking”) and Board Policy 9010 (Drug and Alcohol Abuse”).

The College President or designee shall establish a program and rules to implement this Policy. The procedures will be delineated in the employees' guidebooks, the Student Handbook, and other appropriate publications.

Adopted:

Amended: January 21, 2014 / August 13, 2019

Legal Ref: Compassionate Use of Medical Cannabis Pilot Program Act (410 ILCS 130/1 *et seq.*)

Drug Free Workplace Act of 1988 (41 U.S.C. §701 *et seq.*)

Safe and Drug Free Schools and Communities Act of 1994 (20 U.S.C §7101 *et seq.*)

Illinois Cannabis Regulation and Tax Act

Cross Ref: Board Policy 6005; Board Policy 9010