



In accordance with the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendment of 1989 and the College's commitment to provide a safe and healthful environment, Kishwaukee College adopts the following:

Kishwaukee College prohibits the unlawful manufacture, distribution, dispensation, possession or use of drugs and unauthorized distribution, possession or use of alcohol in College buildings, on College grounds or any other workplace designated for College activities.

As a condition of continued employment, employees must notify the College president of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction. For purposes of this policy, drugs, including alcohol, are defined as any drug which is not legally obtainable and/or any drug which is legally obtainable, but which is not legally obtained, is not being used for prescribed purposes and/or is not being taken according to prescribed dosages. Compliance with this policy is a condition of continued employment and/or student status. Consequently, a violation of any aspect of this policy will render Kishwaukee College employees and students subject to disciplinary action up to and including termination or expulsion and referral for prosecution for violations of the standards of conduct required by this policy. If, however, it is determined appropriate by college officials under the particular circumstances, an employee or student who violates this policy may be required to participate in and complete a drug or alcohol abuse assistance or rehabilitation program to the satisfaction of college officials.

Kishwaukee College, pursuant to the *Drug-Free Workplace Requirements for Federal Contractors Act*, 41 U.S.C. 701 et seq., also known as the *Drug-Free Workplace Act*, requires that all federal procurement contractors of \$25,000.00 or greater, all contractors, subcontractors and vendors and all recipients of any Federal grants, certify their compliance with the *Drug-free Workplace Requirements for Federal Contractors Act*, 41 U.S.C. 701 et seq. Kishwaukee College is a recipient of federal grants and therefore is subject to the Act.