



Rowan College of South Jersey

Policy: 7015
 Title: **ALCOHOL AND OTHER DRUGS**
 Area: Human Resources
 Approved: 07/01/19
 Reaffirmed: 03/08/22

The College is committed to cultivating a safe, orderly environment free of illegal activity for employees and students. As part of this commitment, the College will comply with the Drug Free Workplace Act, Drug Free Schools and Communities Act, and other relevant federal, state, and local substance abuse laws.

The College acknowledges that substance abuse is a serious, complex, but treatable condition which affects institutional productivity, stability, and safety. The use of alcohol and illicit drugs (illegal/legal drugs/controlled substances) is linked to risk factors associated with incidents of sexual assault, domestic violence, dating violence, and not limited to other forms of violence. Victims and witnesses are encouraged to report and cooperate with investigations of sexual assault, domestic violence, and dating violence, including incidents where there is an implication of alcohol or drug use.

The College offers programs and services to College employees and students to aid in their own recovery or help a family member with a substance dependency problem. Employees are encouraged to seek assistance as appropriate from the College's Employee Assistance Program (EAP). Students can visit the Counseling and Wellness Center for support services and crisis intervention. Information obtained regarding an employee or student during participation in such programs or services will be treated as confidential in accordance with federal, state, and local laws.

The unlawful manufacture, distribution, possession, or use of any drugs and alcohol by employees, students, and visitors on College property or as part of any of the College's activities is strictly prohibited. Employees found to be in violation of this policy will be subject to corrective action, up to and including termination, under applicable College policies and collective bargaining agreements, or may be required, at the discretion of the College, to participate satisfactorily in an EAP. Students found in violation of this policy will be subject to disciplinary action as outlined in the Student Code of Conduct (see policy *8007 Student Code of Conduct*). Violators other than employees or students may be removed from the campus or any of its activities.

The College will issue administrative procedure to detail the administration of a drug-free awareness program, the availability of an employee assistance program, as well as counseling services for students.

References:

Rowan College of South Jersey Board of Trustees Policy Manual, *8007 Student Code of Conduct and Procedural Standards* and *7009 Employee Conduct and Work Rules*

Rowan College of South Jersey Administrative Procedure, *7015 Alcohol and Other Drugs*