



Red Rocks Community College Procedure

Category: College Personnel
Title: Alcohol and Illegal Drug Usage on Campus
Number: RRPR 3-24 Approved: April 16, 2007
Effective: April 16, 2007 Revised: April 13, 2007

Reference: BP 3-24 – Drug Free Workplace
<http://www.cccs.edu/Docs/SBCCOE/Policies/BP/PDF/BP3-24.pdf>
SP 3-24 - Implementation of Drug-Free Workplace
<http://www.cccs.edu/Docs/SBCCOE/Policies/SP/Pdf/SP3-24.pdf>

Purpose: To provide a clear “no tolerance” guideline pertaining to the use of alcohol and/or drugs on all Red Rocks Community College campuses.

Scope: All Red Rocks Community College buildings, areas and grounds.

Attachment:

Definitions: **Alcohol:** beer, wine, and all forms of distilled liquor containing ethyl alcohol. Use or possession of alcohol includes use or possession of any beverage, mixture, or preparation containing ethyl alcohol.

Drugs: any substance (other than alcohol) that has known mind- or function-altering effects on a person. These include, but are not limited to, substances prohibited or controlled by Colorado and federal controlled substances laws. A prescribed drug is any substance prescribed for the individual by a licensed medical practitioner, and which is used in the manner, combination, and quantity prescribed.

Controlled Substance: any drug listed in 21 U.S.C 812 and other federal regulations. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to, heroin, cocaine, marijuana, PCP and “crack.” They also include “legal drugs,” which are not prescribed by a licensed medical practitioner, or are prescribed legally but used illegally.

The use of alcohol, illegal or illegally obtained drugs, or controlled substances is prohibited. Illegal possession, manufacture, use, sale, or transfer of a controlled substance on state property or during work hours by employees is prohibited.

Red Rocks Community College reserves the right to request drug or alcohol testing if there is reasonable suspicion of usage while on the job or on campus.

Refusal by an employee or group of employees to submit to testing where there is reasonable suspicion based on specific objective facts, or refusal by an employee in a safety-related position who has been requested to submit to testing by his/her supervisor with the approval of the appointing authority or his/her authorized designee, is considered a violation of this policy and will be cause of management/supervisor intervention that may result in referral to mandatory treatment and/or to corrective or disciplinary actions up to and including termination.