



Drug, Alcohol & Tobacco Free Campus Policy	Administrative, Employee & Student
	Effective Date: January 20, 2021
	Approved Revision Date: January 20, 2021

- (1) Drug and Alcohol.
  - (a) Dixie Tech employees, students, visitors, guests and volunteers may not manufacture, dispense, possess, sell, distribute, use or be under the influence of any controlled substance or alcohol on Dixie Tech property. Dixie Tech enforces all applicable federal and state laws (i.e. Utah Code Section 58-37-8 and Title 21 of United States Code, the Controlled Substances Act).
  - (b) Dixie Tech employees and volunteers may not possess, use or be under the influence of any controlled substance or alcohol while working, while operating a Dixie Tech vehicle, or while operating any other vehicle when on duty. Employees shall follow comply with this rule outside of work if any violations directly affect the eligibility of Dixie Tech to receive federal grants or to qualify for federal contracts of \$25,000 or more.
  - (c) Dixie Tech students may not possess, use or be under the influence of any controlled substance or alcohol while conducting an externship or while participating in a college activity off campus.
- (2) Prescribed drugs.
  - (a) Prescription and over-the-counter drugs are not prohibited when taken in standard dosage and/or according to a physician's prescription. The prescribed drug must be legal under both federal and state law.
  - (b) Any employee or student taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with safe performance of his/her job or studies. If the use of a medication could compromise the safety of the employee, student, or other persons, it is the employee or student's responsibility to use appropriate personnel procedures (e.g., call in sick, use leave, request change of duty, notify supervisor, notify company doctor, notify instructor) to avoid unsafe workplace practices.
  - (c) The illegal or unauthorized use of prescription drugs is prohibited. It is a violation of the college's drug-free campus policy to intentionally misuse and/or abuse prescription medications. Appropriate disciplinary action will be taken if job performance deterioration and/or other accidents occur.
  - (d) Employees and students whose inability or impaired ability to perform their essential functions could impose a direct threat to public safety may be required to report their prescription drug usage and they may be prohibited from performing functions which endanger themselves or others.
  - (e) Dixie Tech strictly prohibits underage drinking and enforces applicable federal and state laws (i.e. Utah Code Section 32B-4-409 and H.R.4892)
- (3) Tobacco. The use of tobacco (including dipping tobacco) and e-cigarettes (vaping) are prohibited throughout on Dixie Tech property and in Dixie Tech vehicles. Possession of tobacco and related devices (such as e-cigarettes and pipes) are prohibited within Dixie Tech buildings.

- (4) Special Events. For events held by outside parties at the college, the Executive Team may permit the serving of alcohol to and consumption of alcohol by event guests in accordance with local, state and federal law.
- (5) Culinary Program. The college's culinary program may possess and utilize alcohol for instructional purposes, but the alcohol must be securely stored by the program instructors.
- (6) Dixie Tech provides online drug/alcohol abuse education and prevention programs to accepted students and newly hired employees as well as ongoing training for current employees. The programs are reviewed every two years to determine
  - (a) effectiveness and changes needed,
  - (b) the number of drug and alcohol related incidents and fatalities that
    - (i) occur on campus or as part of activities;
    - (ii) b) are reported to campus officials;
  - (c) the number and type of sanctions that are imposed as a result of drug and alcohol-related incidents and fatalities;
  - (d) whether the sanctions are consistently enforced according to 20 U.S.C. 1101i (a)(1)(E) which says: "a clear statement that the institution will impose sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct."