



## **Board Policy 419: Substance-Free Schools and Campuses**

### **Personnel**

Iowa Valley Community College District (IVCCD) is committed to compliance with all state and federal laws by prohibiting the possession, use and distribution of alcoholic beverages by persons under the legal age and illegal drugs by any person on any campus, at District-sponsored events, and in District-managed property, facilities or vehicles. The District recognizes drug and alcohol abuse as a potential health, safety, and security problem. Employees desiring help in dealing with such problems are encouraged to take advantage of available drug and alcohol counseling treatment.

It is the policy of the Board to prohibit the consumption or possession of alcohol at District-sponsored events unless expressly authorized in writing by the President. Administrative discretion will be exercised in the approval of the location of authorized activities, as such decision pertains to the nature of the group and event involved. The personal or individual purchase or use of alcoholic beverages by individuals of legal age attending District-authorized activities is a personal and individual responsibility. Said individuals shall hold the district harmless. District funds shall not be used in said purchase of alcoholic beverages.

The District prohibits its employees and volunteers from reporting to their regular work assignments or performing their regular work assignments while impaired by, or under the influence of alcohol or drugs. In all situations, employees are expected to avoid drinking in excess. Any work-related violation shall be reported to Human Resources and documented in the employee record. The District will impose appropriate disciplinary sanctions on employees up to and including termination for violation of the standard of conduct referred to above. In addition, the District may refer violations to the appropriate law enforcement agencies for prosecution where penalties may include fines and/or imprisonment.

Employees must report all arrests, charges, or convictions under a criminal drug or alcohol statute for violations occurring on or off college premises. A report of such arrests, charges, or conviction must be made in writing to Human Resources within five (5) days after the event. Employees who violate the policy will be subject to disciplinary action up to and including termination.

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Date of Adoption: May 3, 1989

Legal Reference

None

Related Administrative Rules and Regulations

None

Revision History

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November 14, 1990

Formerly Board Policy 416.2