



Eastern Florida State College

Toward a Drug-Free Campus & Community

Intent

It is the intent of Eastern Florida State College to provide a drug-free environment for all of its students and employees consistent with the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act (DFSCA) Amendments of 1989, and related Florida Statutes.

DFSCA requires the College, as a recipient of federal grants and contracts, to implement a drug-free workplace program. The College's plan to establish and maintain a drug-free environment was developed from sincere concern for the well-being of students and employees. There is overwhelming evidence that drug-abuse causes a dramatic reduction in the ability to succeed in education and in job performance.

The College's drug-free-campus awareness program is designed to inform students and employees about:

- The College's Procedures for maintaining a drug-free environment (302.5 and 201 Appendix A #3 & #26);
- The dangers of drug abuse;
- The availability of drug counseling, rehabilitation, and assistance programs;
- The sanctions that may be imposed on students and employees for drug abuse violations occurring on campus or at a College-related activity (Procedures 302.4, 308.4, 800.11).

College Procedure

The use of illicit drugs is prohibited. Individuals who apply for a position at the College are required to sign an drug-free certification which affirms that the applicant will not:

- Use, possess, purchase, solicit, sell, manufacture, distribute, or deliver (or possess with intent to unlawfully purchase, use, sell, manufacture, distribute, or deliver) narcotics or other illegal drugs, alcohol, controlled substances, or prescription medication (without a personal prescription) on College property, at any College-sponsored function, or while performing an assignment or conducting College business;
- Become impaired or under the influence of legal or illegal drugs or alcohol away from the College, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the College's reputation;
- Use, possess, purchase, solicit, sell, manufacture, distribute, or deliver (or possess with intent to unlawfully purchase, use, sell, manufacture, distribute, or deliver) narcotics or other illegal drugs, alcohol, controlled substances, or prescription medication (without a personal prescription) away from the College, if such activity or involvement adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the College's reputation.

The above prohibitions shall not include drugs taken according to a verifiable prescription from a licensed physician.

Dangers of Drug Abuse on Campus

Illegal drug use in the workplace endangers colleagues and students, as well as one's personal health and safety. The cost for drug use on campus includes not only the lost productivity but also the cost related to absenteeism, accidents, health care, loss of trained personnel, and theft, as well as the cost for prevention, treatment, and deterrence programs. The funds could better be used to help educate students and to provide a better workplace.

The use of illegal drugs can result in a wide spectrum of extremely serious health problems. Stimulants may produce short-lived euphoria, depression, nervousness, irritability, anxiety, tremors and personal danger resulting from hallucinations, convulsions and respiratory arrest. Narcotics produce insensitivity to pain, euphoria, sedation, nausea, vomiting, itchiness, watery eyes, runny nose, apathy and malnutrition, which may lead to infection, hepatitis and weight loss. Other dangers include loss of judgment and self-control, convulsions, coma, and death from overdose. Depressants decrease alertness and muscle control, slur speech, and increase drowsiness, confusion and depression.

The Employee's Responsibility

Read, understand and obey the College Drug-Free Procedure 302.5, which may be found in the Procedures Manual on the College website.

The College requires that any employee who is convicted of any offense relating to the sale, purchase, delivery, use, manufacture, or distribution of illegal drugs or controlled substances on campus or while attending a College-sponsored event or while conducting College business, must report such conviction to the Human Resources Office, 433-7084, no later than the subsequent work day after the conviction.

Conviction Penalties

An employee or student who is convicted for a drug-related offense committed on campus or while attending a College-sponsored event or while conducting College business will be sanctioned up to and including termination for employees or suspension and expulsion for students.

Florida Statutes provide that it is unlawful for any person to sell, manufacture, or deliver, or possess with intent to sell, manufacture, or deliver, a controlled substance in, on, or within 1,000 feet of the real property comprising a public or private college, university, or other postsecondary educational institution. Anyone in violation with respect to a controlled substance commits a felony of the first degree, punishable as provided in Florida Statutes [775.082](#), [775.083](#), or [775.084](#).



Toward a Drug-Free Campus & Community (cont'd)

Summary of Employee/Supervisor Responsibilities

- Read College Procedures 302.5 and 800.11;
- Obey guidelines written in the procedures and in this flyer;
- Call one of the assistance phone numbers listed below for help;
- Within one business day, report a conviction for non-compliance with drug laws.

Resources

Eastern Florida State College recognizes illegal drug use and/or dependency to be a health, safety, and security problem. Employees who need assistance with problems related to drug abuse are encouraged to use any available resources, to include:

EFSCares Assistance for Employees	1-800-878-5470
Human Resources	433-7070
Employee Benefits EFSC Medical Insurance	433-7074
EFSCares Assistance for Students	321-631-8569
EFSCares Assistance - Student Liaison	433-7715

Security Services Emergency Numbers

Cocoa Campus	Office 433-7086; 24/7: 403-5907
Melbourne Campus	Office 433-5586; 24/7: 403-5909
Titusville Campus	Office 433-5086; 24/7: 403-4200
Palm Bay Campus	Office 433-5286; 24/7: 403-5911

For information regarding education, rehabilitation, and other aspects of the College program, contact:

Eastern Florida State College
Human Resources Office
1519 Clearlake Road, Cocoa, FL 32922
321-433-7070



Eastern Florida
STATE COLLEGE

www.easternflorida.edu

Eastern Florida State College is accredited by the Southern Association of Colleges and Schools (SACS) Commission on Colleges to award baccalaureate and associate degrees, as well as specialized certificate programs. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Eastern Florida State College.

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