

## FLATHEAD VALLEY COMMUNITY COLLEGE

### Policy Manual

#### CHAPTER I - DOCTRINE

##### SECTION 80: ALCOHOL-FREE WORKPLACE

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#### ALCOHOL-FREE WORKPLACE POLICY

Flathead Valley Community College is committed to providing an alcohol-free workplace and learning environment. The possession, use or distribution of any alcoholic beverage by employees or students in the workplace and/or while conducting college business is prohibited.

Public and college events which occur on campus outside of regular working hours and at which alcohol may be sold and/or distributed require approval by the College President.

Alcohol impairment is a major health problem that interferes with workplace productivity, safety and security. The College shall reasonably assist any employee who voluntarily seeks help in dealing with alcohol dependency.

In accordance with (Board Policy, Chapter VI, Section 20) any violation of this policy may result in disciplinary action up to and including discharge and may subject an employee to criminal penalties. At the discretion of the College, an employee violating this policy may be required to satisfactorily complete an alcohol abuse assistance or rehabilitation program as a condition of continued employment.

Exceptions to this policy may be made by the College President.