

BROOKDALE COMMUNITY COLLEGE

Statement of Compliance

Drug-Free Workplace Act of 1988 And

The Standard of Conduct for the Drug Free Schools and Communities Act Amendments of 1989

In accordance with the Drug Free Workplace Act of 1989 (PL 100-690) and the Drug Free Schools and Communities Act of 1989 (P.L. 101-226), all Brookdale Community College employees are hereby notified that the unlawful manufacture, distribution, possession or use of any controlled substances or alcohol is strictly prohibited at any Brookdale campus or at any location where the College conducts instruction or services offered as part of a College activity. Exceptions apply only when alcohol use is expressly authorized by the appropriate College authority.

Any drug related violation of the law, on campus or off campus, may result in disciplinary action up to and including termination (N.J.S.2C:51-2). In addition, besides the aforementioned Federal Laws, employees are also subject to applicable New Jersey State Statutes, including but not limited to: N.J.S.A. 2C: 35-1 et seq. - Controlled Dangerous Substances; N.J.S.A. 2C: 36-1 et seq. - Drug Paraphernalia; and N.J.S.A. 2C: 64-1 et seq.- Forfeiture.

1. **Condition of Employment.** All employees are hereby notified that, as a condition of employment, they must abide by the terms outlined in the preceding regulation regarding drug and alcohol use.
2. **Mandatory Reporting of Convictions.** Any employee convicted for violating any criminal drug statute, whether occurring in the workplace or off premises while conducting College business, must notify the Chief Human Resources Officer (CHRO) in writing within five (5) calendar days of the conviction. When applicable, the College is required to notify the relevant federal agency that provides funding for the employee's program within ten (10) calendar days of receiving such notice.
3. **Consequences of Conviction.** Any employee convicted of a criminal drug statute for a violation occurring in the workplace or off campus while conducting College business, pursuant to section 5152 (A) (1) (D) (II) of the Drug Free Workplace Act of 1988, shall be required to satisfactorily participate in a drug abuse assistance or rehabilitation program (the names of which will be supplied to the employee upon request by the CHRO), and/or face disciplinary action which could result in termination (refer to N.J.S.A.2C:51-2). This provision also applies to violations involving alcohol or alcohol abuse.

4. Statement of Compliance with Law Enforcement. This statement does not preclude or restrict independent actions by law enforcement authorities, should they determine such action is warranted.

I HAVE READ AND UNDERSTAND THE ABOVE STATEMENT.

(Print or Type Name)

(Signature)

(Witness Signature) (Date)

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