

**THREE RIVERS COLLEGE
GENERAL ADMINISTRATION POLICY**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAP 1206 Alcohol/Drug-Free Work/Learning Place	Page 1 of 2
Associated Regulation: GAR 1206 Alcohol/Drug-Free Work/Learning Place	
Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; GAP 1205 Code of Ethics; PP 4730 Suspension or Termination	
References: MO. Statute Sec. 178.835: Drug-Free Schools & Communities Act Amend. 1989; Drug-Free Workplace Act of 1988; Controlled Substances Act; Article IV of the US Constitution on Supremacy Clause/Doctrine of Pre-emption; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 09-22-2010	Last Revision: 02-20-2019

Three Rivers College intends to provide and encourage personal health and wellness among its employees and students. In order to maintain, support, and preserve high standards of excellence consistent with the college mission and goals, the college has established an alcohol and drug-free work and learning place. An exception may be granted for alcoholic beverages to be served on College owned or controlled property at the discretion of the College President.

Any person suspected of being under the influence of alcohol, drugs, or controlled substances while on college premises may pose a serious risk to themselves and to others. The College reserves the right to remove any person from the College deemed a threat to others.

Under the Drug-Free Workplace Act, employees must notify the employer in writing, no later than five days after conviction for violation of any criminal alcohol or drug statute. A conviction is a finding of guilt (including a plea of no contest or nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the criminal drug statutes.

Consistent with the college mission and goals, the manufacture, distribution, dispensing, possession, use, or being under the influence of alcoholic beverages, drugs and/or other controlled or unlawful substances by students or employees is prohibited on all college-owned, controlled, and leased property. In addition, this behavior is prohibited at off-campus sponsored student functions of the College.

All Federal, state, and local laws apply with the Supremacy Clause/Doctrine of Pre-emption, which states that the Federal Law supersedes in cases of conflicting legislation. Unlawful possession use or distribution of illicit drugs and/or alcohol on college premises; or as a part of college activities is strictly prohibited under MO. Statute Sec. 178.835.

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DOCUMENT HISTORY:

- 09-22-2010:** Initial approval of policy GAP 1206 Alcohol/Drug-free Work/Learning Place.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 02-20-2019:** The inclusion of an alcohol exception rule, language for Drug-Free Workplace Act, references for Drug-Free Schools & Communities Act Amend. 1989; Drug-Free Workplace Act of 1988; Controlled Substances Act, referenced PP 4730 Suspension or Termination and language for the Article IV of the US Constitution on Supremacy Clause/Doctrine of Pre-emption.