



## **Policy No. 3-19**

### **Subject: Alcohol and Other Drugs in the Workplace**

Last Revised:

Historical Status:

Division	Policy Manager	Administrative Supervisor	Reference
Human Resources	Human Resources	College President	VCCS Policy Section 3.14.4, DHRM Policy 1.05

#### **I. POLICY**

It is the policy of Virginia Highlands Community College (VHCC) to operate in accordance with the applicable Virginia Community College System (VCCS) and Virginia Department of Human Resource Management (DHRM) policies, which may be found here:

<https://go.boarddocs.com/va/vccs/Board.nsf/goto?open&id=CZLRJY6B7749>

<https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/1-05-alcohol-other-drugs-10-5-21.pdf>

#### **II. PERTINENT INFORMATION**

#### **III. DEFINITIONS**

#### **IV. GENERAL GUIDELINES**

#### **V. DELEGATION OF AUTHORITY**

#### **APPENDIX**

#### **VI. RELATED STANDARDS, LEGAL CITATIONS, OR SUPPORTING DOCUMENTS**

#### **VII. OPERATING REQUIREMENTS**