



## 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](#).

#### II. PERTINENT INFORMATION

#### III. DEFINITIONS

#### IV. GENERAL GUIDELINES

#### V. DELEGATION OF AUTHORITY

#### APPENDIX

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

#### VII. OPERATING REQUIREMENTS