

615 - Drug-free Workplace

Purpose:

To establish Bismarck State College's policy to address and commit to maintaining an academic and social environment conducive to the intellectual and personal development and to the safety and welfare of all members of the college community.

Policy:

1. The legal use of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger themselves or other individuals in the workplace.
2. The unlawful manufacture, distribution, dispensation, possession, use, or being under the influence of alcohol or a controlled substance in the workplace or when representing BSC in a working capacity off campus is prohibited. Responsible use of alcohol at BSC related social events (i.e., Alumni Dinner, Holiday Party, Chamber Mixer, etc.) or during designated social hours at conferences, seminars, etc. is exempt.
3. Bismarck State College recognizes the serious problems created by the use and abuse of alcohol and drugs. In response to this awareness, BSC has an alcohol and drug prevention program and is committed to:
 - a. Establishing and enforcing clear policies and regulations regarding the use of alcohol and drugs.
 - b. Providing resources through counseling and referral services for employees.

Definitions:

Controlled Substance: Any drug listed in [21 USC 812: Schedules of controlled substances](#) . Such drugs include, but are not limited to heroin, marijuana, cocaine, PCP, methamphetamine, opium/opiate, etc.

References:

Public Law 101-226 [226.pdf \(house.gov\)](#)
[SBHE Policy: 615 Drug Free Workplace](#)
[SBHE Policy: 918 Alcoholic Beverages](#)
[NDUS Procedure: 615 Drug-Free Workplace](#)

History of This Policy:

First policy draft November 30, 1989.

Revised - April 30, 1990; August 6, 1997; April 17, 1998, March 24, 2003, March 7, 2005;

November 29, 2010; reviewed by the Operations Council on June 13, 2012, and approved by the Executive Council on June 19, 2012; approved by President Skogen on August 1, 2012; November 6, 2012; reviewed and revised by the Operations Council on November 13, 2019, and approved by the Executive Council on December 3, 2019. Reviewed by Campus Council on August 21st, 2023, and reviewed by the Executive Council on August 28th, 2023, and approved by the President on September 21st, 2023.

Reviewed (non-substantive changes) and approved by the Executive VP on January 29th, 2025.