

	<b>NEPN Code: GBECB/STI</b>
<b>Policies and Regulations</b>	

**Personnel**

**Alcohol-Free Work Place**

Southeast Technical Institute requires an alcohol-free learning and working environment.

The unlawful manufacture, distribution, dispensation, possession, or use of alcohol in the work place is prohibited.

As a condition of employment with STI, all employees are required to comply with this policy.

STI supports rehabilitation of employees with alcohol problems except in those circumstances where alcohol use has created or could create the risk of injury or death to other employees or to students. Employees may use benefits and leave for which they regularly qualify, in order to meet rehabilitation needs except in the cases governed by Regulation GBECA-R/STI.

Employees in safety sensitive positions or positions in which driving is an essential function of the position must notify the STI Human Resources Department in writing no later than the start of the next work day of any arrest for an alcohol-related moving violation.

Discipline will be imposed for violations of this policy which may include a reprimand, suspension, or termination in accordance with the respective working agreement as well as a referral for prosecution, if appropriate.

Every new employee will be provided a copy of this policy and its regulation. Annually thereafter, employees will receive an overview, along with instructions to access the full policy and regulation on the STI website, and will sign an acknowledgement form indicating they have received the information. Administrators shall submit the signed form to the STI Human Resources Department.

**RELATED POLICIES:**

- GBECA/STI – GBECA-R/STI – Drug and Alcohol Testing for Commercial Drivers
- GBEB/STI – Code of Conduct

Policy adopted:      03-26-12      Board Action 36325