

POLICY: 4.8.1. (III.O.1) **Drug-Free Workplace**

Revised: May 1, 2019; March 1, 2012; May, 2003

Last Reviewed: May 1, 2019

Adopted: August 3, 1989



POLICY

The Technical College System of Georgia (TCSG) is committed to providing a working and learning environment that ensures the productivity of TCSG employees as well as the safety and security of all employees, students, contractors, volunteers, and visitors to TCSG worksites and technical college campuses. To this end, it is the policy of the State Board of the Technical College System of Georgia that all System worksites, including all associated technical colleges, shall be drug-free pursuant to the provisions of the federal Drug-Free Workplace Act of 1988, Georgia's Drug-Free Public Work Force Act of 1990, and applicable State laws and regulations. All Technical College System of Georgia (TCSG) employees, both permanent and temporary, full- and part-time, are covered by these provisions. The Commissioner shall establish procedures to ensure the policy is implemented and followed by the colleges.

All TCSG employees must be advised of this policy. All newly hired employees are required to sign the accompanying acknowledgement statement which will be maintained in their official personnel file.

RELATED AUTHORITY

41 U.S.C. §701

O.C.G.A. § 16-13-1 et seq. – Dangerous Drugs

O.C.G.A. § 45-23-1 et seq. – Georgia's Drug-Free Public Work Force Act

O.C.G.A. § 45-20-90 et seq. – Random Drug Testing in High Risk Jobs

O.C.G.A. § 45-20-110 et seq. – Pre-Employment Drug Testing

State Personnel Board Rules 21, 21A – 21E