



**BOARD POLICIES**

<b>DIVISION</b> II. College Employees	<b>POLICY NUMBER</b> 2.16.01
<b>CATEGORY</b> 2.16.01 Drug and Alcohol Testing	<b>DATE</b> Adopted: 12/2016 Revised: 02/2021

2.16.01 DRUG AND ALCOHOL TESTING

Joliet Junior College is dedicated to providing a safe, healthy, and efficient work place for its employees and for the entire college community. To maintain a safe and drug-free and alcohol-free environment, Joliet Junior College will establish procedures to perform testing/screening for controlled substances and alcohol for pre-employment, post-accident, or upon a specific, articulable basis.

Joliet Junior College will develop and document the necessary screening procedures. Joliet Junior College recognizes that a union may have the right to bargain over the alcohol and drug testing program. The procedures will identify specifically the positions that will require testing, the conditions under which the screenings will be conducted, the specific plans for conducting the tests, and the actions that will be taken by the college should the employee receive a confirmed positive alcohol or drug test consistent with collective bargaining agreements to which Joliet Junior College is a party when applicable. The drug screening procedures will be made available for employees and their supervisors on the employee portal, under Institutional Procedures.