Controlled Substance and Alcohol-Free Workplace and College Premises Policy

Date Adopted: 01 April 1993

Date Revised: 14 September 2017; 27 November 2019; 11 June 2025

Date Reviewed: 29 August 2017; 27 November 2019; 11 June 2025

Reference:

1. Controlled Substance-Free and Alcohol-Free Workplace

The College of Micronesia-FSM prohibits unlawful manufacturing, distribution, dispensing, possession or use of illicit controlled substances, and alcohol in the workplace and college premises, or as any part of the college's students' activities; and further prohibits persons under the influence of alcohol or illicit controlled substance from being on any campus at any time; any violation of the above will result in disciplinary action, which may include immediate suspension and/or dismissal or the employee will be required to participate satisfactorily in a controlled substance abuse assistance or rehabilitation program chosen by the college.

The College of Micronesia-FSM is committed to maintaining an illicit controlled substance and alcohol-free workplace in accordance with the requirements of the U.S. Drug-Free Workplace Act of 1988 and an illicit controlled substance and alcohol-free environment for employees in accordance with the requirements of the Drug-Free Schools and Community Act Amendment of 1989. The college certifies that it will provide an illicit controlled substance and alcohol-free environment by taking the actions required by these Acts.

It is the intent of the college to make a good faith effort to continue to maintain a controlled substance-free and alcohol-free environment through implementation of this policy.

2. Application and Prohibition

Employees, students, and visitors to the COM-FSM are prohibited from being under the influence, storing, using, consuming or possessing in an educational facility any alcoholic beverage, illicit controlled substances, narcotics or hallucinogens.

Employees are not to consume or be under the influence of alcohol or illicit controlled substances, narcotics or hallucinogens at work or when a requirement to commence work is imminent.

Employees are not to consume or be under the influence of controlled substances at work which are legally prescribed, and where such consumption will:

a. adversely affect ability to conduct official duties; or

b. result in unsatisfactory work performance; or

c. affect the safety of others; or

d. impair judgment.

The President has the overall oversight and implementation of this policy.

3. Definitions

Controlled substance is defined as the following:

a. substances recognized in the official United States pharmacopoeia, official homeopathic pharmacopoeia of the United States, or official national formulary, or any supplement to any of them; and

b. substances intended for use in the diagnosis, cure, mitigation, treatment, or prevention of disease in man or other animals; and

c. substances (other than food) intended to affect the structure or any function of the body of man or other animals; and substances intended for use as a component of any article specified in (a), (b), or (c) of this subsection, but does not include devices or their components, parts, or accessories.

Illicit controlled substances are defined as any controlled substance that is criminalized under the laws of the FSM, or any of its states, or is a controlled substance that may be used only pursuant to a valid prescription to an individual in prescribed doses, which is in fact used or possessed by an individual without such prescription or in violation of the prescription.

Exclusion: Sakau is not defined as a controlled substance but the use will be regulated by the College. Sakau can only be used for learning purposes and during ceremonial activities.

See Administrative Procedure 6032.