SUBSTANCE USE REGULATIONS

POLICY

To ensure a safe, productive, and respectful work environment, Sherman College upholds strict guidelines regarding use, possession, and influence of substance in the workplace. Sherman College provides counseling resources through the Campus Counseling Services, Employee Assistance Program and Telemedicine.

Standards of Conduct for Employees Regarding Drugs and Alcohol

A. The possession, use or distribution of alcoholic beverages is prohibited on the premises of the college, except during prior-approved college-sponsored events. In such cases, the event organizer must obtain prior written consent from the college president or the executive vice president.
B. The possession, use or distribution of illegal drugs or substances of any kind is prohibited on the premises of the college.
C. The unlawful possession, use, manufacture or distribution of illegal drugs or substances and alcohol on or off campus is cause for immediate dismissal.

Legal Requirements

A. South Carolina Law – Individuals must be 21 years of age to purchase, possess, and/or consume alcohol. It is illegal to give or sell alcoholic beverages to persons who are under 21 years of age or who are intoxicated.
B. Open Contain Law – The State of South Carolina complies with the Transportation Equity Act for the 21st Century (TEA-21): The State of South Carolina has voluntarily submitted its open container law to the National Highway Traffic Safety Administration (NHTSA) for review and has been found to be in compliance with the provision in the federal highway bill, TEA-21.
    a. Beer/Wine: South Carolina law prohibits having an open container of beer or wine in a moving vehicle of any kind, except in the trunk or luggage compartment. If you are convicted of violating this law, you face a fine of up to $100 or imprisonment for up to 30 days (S.C. Code of Laws Section 61-4-110).
    b. Liquor: South Carolina law prohibits having an open container of liquor in a moving vehicle of any kind, except in the trunk or luggage compartment. If you are convicted of violating this law, you face a fine of up to $100 or imprisonment for up to 30 days (S.C. Code of Laws Section 61-4-4020).

SUBSTANCE USE REGULATIONS

Sanctions

Employees found to be in violation of Sherman College's Code of Conduct, or the Substance Use Regulations Policy will be held accountable for their actions and will face disciplinary action and/or legal prosecution.

The following list of employee infractions is not exhaustive, and sanctions are included. This list does not cover all possible infractions and does not limit the maximum sanction that may be imposed:

1. Manufacture of illegal drugs and/or distribution of illegal drugs or substances – Dismissal
2. Possession and/or being under the influence of alcohol or illegal substances while on campus – Dismissal
3. Doctor of Chiropractic providing patient care while under the influence of alcohol and/or illegal drugs or substances – Dismissal

Employees may also be held accountable for allowing or soliciting violations of the standards of conduct by their guests. Campus disciplinary sanctions include, but are not limited to:

1. Written warnings
2. Probation
3. Fines
4. Suspension and/or dismissal

Employees and visitors must adhere to federal, state, local and college rules and regulations. Individuals are accountable for their choices and behavior. If alcohol or other drug violations occur, the following disciplinary systems may be utilized:

1. Dismissal
2. Legal prosecution

In extenuating circumstances, the college reserves the right to determine alternative sanctions if deemed appropriate.

Health Risks and Contact Information

Employees needing information concerning the health risks associated with alcohol and/or drug abuse should visit (https://www.sherman.edu/pdfs/drug_prevention_program_resource_guide/) on the college's website.

SUBSTANCE USE REGULATIONS

Also see:

Policy 3506 – Employee Dismissals
Policy 3524 – Employee Tobacco and E-Cigarette Use
Employee Code of Conduct