



<b>SUBJECT:</b>	Personnel		
<b>POLICY:</b>	403.8 Drug Free Workplace		
<b>PROCEDURE:</b>			
<b>EFFECTIVE:</b>	January 2010	<b>REVISED:</b>	April 2022
		<b>REVIEWED:</b>	January 2026

**Introduction and Purpose**

In compliance with the Drug Free Workplace Act of 1988, Great Falls College is committed to make a good faith effort to maintain a drug-free workplace.

**Policy**

The manufacturing, distribution, sale and/or abuse of illicit and/or prescription drugs, or the inappropriate use of alcohol at the college or in any activity affiliated with the college is prohibited. Although Montana state law permits the personal use of marijuana, federal laws prohibit marijuana use, possession and/or cultivation at educational institutions and on the premises of other recipients of federal funds.

Employees must comply with this policy as a condition of employment. The college will take appropriate personnel action within 30 days against any employee found to be in non-compliance with this policy, up to and including termination and/or referral for prosecution; or requiring the employee to participate satisfactorily in a chemical abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other agency approved by the college.

**Related Policies/Laws**

Montana Board of Regents [Policy 503.1](#)  
Drug Free Workplace Act of 1988 (Public Law 101-690)