



# Treasure Valley

## COMMUNITY COLLEGE

### **BP 7320 Drug and Alcohol Use**

**References:**

None

Treasure Valley Community College is a drug and alcohol-free workplace.

Employees may not use, possess, distribute, or be under the influence of drugs or alcohol during work hours, while on company property, or while performing work-related duties—whether on-site or off-site.

All employees are expected to be fit for duty and capable of performing their responsibilities safely and effectively at all times. Being impaired, even slightly, may result in removal from the campus or center and subject the employee to disciplinary action.

Employees using prescribed or over-the-counter medications that may affect job performance should notify their supervisor or HR in advance to ensure appropriate adjustments can be made if necessary or notify HR of their inability to perform their job functions. The company does not discriminate based on lawful medication use but reserves the right to ensure safety and performance standards are maintained.

TVCC reserves the right to conduct drug and/or alcohol testing where permitted by law. Violations of this policy may result in disciplinary action up to and including termination of employment.

**Adopted: April 21, 2026**