



Turtle Mountain Community College

P.O. Box 340
Belcourt, North Dakota 58316
Telephone: (701) 477-7862
Fax: (701) 477-7807

Turtle Mountain Band
OF
Chippewa Indians
•
Charter Member
American Indian
Higher Education
Consortium

CERTIFICATION REGARDING ALCOHOL AND OTHER DRUG-FREE WORKPLACE REQUIREMENTS

This certification is required by the regulations implementing the Drug-Free Workplace Act of 1988, 34 CFR Part 85, and Subpart F. The regulations, published in the January 31, 1989 Federal Register, require certification by grantees that they will maintain a drug-free workplace. All Turtle Mountain Community College employees will certify on an annual basis that they fully understand the college's Drug Free Workplace requirement policy. False certification or violation of the certification shall be grounds for suspension or termination.

- (a) The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the workplace. Employees in violation of this policy shall be grounds for suspension or termination;
- (b) Turtle Mountain Community College's drug-free awareness program is designed to inform employees about - -
 - (1) The dangers of drug abuse in the workplace;
 - (2) TMCC's policy of maintaining a drug-free workplace;
 - (3) Any available drug counseling, rehabilitation, and employee assistance programs; and
 - (4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
- (c) A copy of the Drug-free Workplace policy of Turtle Mountain Community College will be given to each employee;
- (d) As a condition of employment with Turtle Mountain Community College, the employee will - -
 - (1) Abide by the terms of the Drug-Free workplace;
 - (2) Notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction;
- (e) TMCC will notify the appropriate funding agency within ten days after receiving notice under subparagraph (d) (2) from an employee or otherwise receiving actual notice of a conviction;
- (f) Taking one of the following actions, within 30 days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted, the TMCC will - -
 - (1) Take appropriate personnel action against such an employee, up to and including termination; or
 - (2) Require an employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
- (g) Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e) and (f).

Employee Certification

Date