


October 12, 2006

MEMORANDUM

TO: : Students, Staff, Administrators, Faculty, Adjunct Faculty
Guests & Visitors to all Diné Campuses & Centers

FROM : Ferlin Clark, President 

SUBJECT : DRUG and ALCOHOL-FREE CAMPUS AND COLLEGE COMMUNITY

Pursuant to and in accordance with the Diné College Personnel Policies approved by the Board of Regents on May 7, 1993, Section 9. DRUG-FREE CAMPUS AND COLLEGE COMMUNITY, the College is strongly committed to the maintenance of a drug-free campus and College community. The College shall work with all area law enforcement agencies and other appropriate agencies in the fulfillment of such commitment and in accordance with the Federal Drug-Free Workplace Act of 1988, the Drug-Free Schools and Campuses Act Amendments of 1989, and other applicable laws.

A. Annual Statement:

1. All students*, staff, administrators, faculty members, adjunct faculty members, guests and visitors of campuses, centers, property owned, rented or leased by the College, while participating in any College related or non-related activity, are prohibited from the manufacture, possession, distribution or use of illicit drugs, alcohol or any controlled substance; and
2. Failure to abide by or comply with the act and regulation shall be directed to the attention of the College administrator, i.e., supervisor, department chair, dean, department director, Vice President, or President, for further inquiry and appropriate action; and
3. Violators of the act and regulations shall be apprehended by the College security personnel or appropriate law enforcement officials who have jurisdiction over the violator(s); and
4. Immediately after being convicted by a court of law, disciplinary action which may include termination shall be taken against any employee or student guilty of violating illicit drug or alcohol laws. Guests and visitors shall be dealt with by the appropriate law enforcement agency; and
5. Any employee found guilty of violating the illicit drug or alcohol laws shall be required to participate and complete a controlled substance abuse assistance or rehabilitation program paid for by Diné College, approved by the Navajo Nation, state or federal government law enforcement agency or other appropriate agency as a condition of their continued status as employee; and
6. Employees and students are advised of the legal sanctions and consequences regarding any violation of the Navajo Tribal Code, Arizona and New Mexico State Laws and the federal government's Controlled Substances Act (CSA), Title II of the Comprehensive Drug Abuse Prevention and Control Act of 1970, as amended.

Any employee in violation of the Drug Free Schools and Communities Act shall submit to a mandatory counseling treatment or rehabilitation program with an appropriate institution as arranged by the Director of Human Resources. The employee shall comply with all stipulations and conditions. Failure to comply shall be grounds for immediate termination from employment.

B. Cigarette/Cigar Smoking and Chewing Tobacco:

1. Employees are prohibited from smoking cigarettes/cigars and/or chewing tobacco in all College buildings. Faculty members and adjunct faculty members who hold a class in buildings other than College buildings must comply with all safety and health regulations stipulated by the institution or entity providing classroom space.

***The encouragement of student compliance with the regulation is the responsibility of the Student Services Division from which disciplinary action originates in cases of non-compliance.**

Your adherence to the above policy is strongly encouraged. If you have any questions in this regard, please do not hesitate to notify the Office of the President.

DISTRIBUTION