

# COMMUNITY COLLEGE OF VERMONT

## SUBSTANCE USE AND MISUSE POLICY

October 21, 1999  
Revised: June 5, 2025

*See also:*

*Complaint Resolution policy*  
*VSC Employee Handbook*  
*VSC Policy 314*  
*CCV Student Code of Conduct and*  
*procedures*

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### POLICY

Community College of Vermont (CCV) intends to maintain a positive working and learning environment in its academic centers, classrooms, and at its related events.

CCV enforces a strict substance use policy to maintain a healthy and productive environment for staff, students, and faculty members. Specifically, CCV:

1. Prohibits the use of illicit drugs and controlled substances, including cannabis products, which, despite varying legal statuses at the state level, remain prohibited under federal law and are thus considered illicit within the scope of this policy.
2. Prohibits prescription misuse.
3. Bans tobacco products and related devices. In accordance with VSC policy 314, tobacco use is prohibited in all CCV academic centers. Tobacco use is defined as the burning, lighting or use of a tobacco product and any other smoking or vaping device that includes, but is not limited to cigarettes, cigars, electronic cigarettes (e-cigarettes), and pipes.
4. Disallows any substance that could impair healthy academic or professional interactions.

The possession, use, or distribution of prohibited substances is strictly prohibited at the College, including all CCV properties and during any CCV classes, events, and meetings. This policy applies to both in-person and digital formats, ensuring a consistent standard of conduct is maintained across all college-related activities.

### PROCEDURES

1. Any persons suspected of possessing, using, or distributing substances prohibited under this policy at the College or College-related events may be questioned immediately by a supervisor or other appropriate college official.
2. Persons whose behavior violates this policy may be subject to the provisions of either the Student Code of Conduct Policy and Procedures, the VSCS Non-Bargaining Unit Personnel Handbook, or the CCV United Faculty Agreement.

- a. Anyone who possesses, uses, or distributes substances prohibited under this policy at the College or College-related events may be dismissed from employment, other contractual or professional responsibilities, or academic programs.
  - b. Anyone in violation of the College's alcohol policy will be subject to an investigation under the "Responding to Imminent and/or Serious Incidents" provisions of the Student Code of Conduct Policy. The College may notify the appropriate authorities if anyone under 21 years of age is found to be procuring, possessing, or consuming alcohol illegally under the provisions of Title 2, Vermont State Statutes Annotated, Chapter 21.
  - c. Violations of the College's Substance Use and Misuse policy or of State or Federal law will likely result in disciplinary action and/or criminal charges. Any student found to be in possession of any drug declared illegal under the provisions of Title 18, Vermont State Statutes Annotated, Chapter 84, or in possession of any associated paraphernalia, may be subject to investigation under the CCV Student Code of Conduct policy and procedures.
3. The College will make available educational materials and programs related to alcohol and substance use and abuse, including referral information on counseling and rehabilitation.
4. Alcohol may not be served or consumed at CCV academic centers or in its learning environments, including in-person, remote, and digital classrooms.
  - a. In rare instances, exceptions to serving alcohol may be made. Alcohol may not be present or provided without the expressed written permission of the senior director and the president.
  - b. At appropriate off-site CCV functions, alcohol may be served if it is legally permitted and where non-alcoholic beverages are also available.
  - c. Alcohol may not be paid for by the College, under any circumstances.
5. The Anti-Drug Abuse Act of 1988 requires that employees convicted of illicit drug use in the work place report such convictions to their employer within five (5) days; the College must then report such convictions to the appropriate federal agency within ten days.
6. Under federal regulations, a student convicted of a drug related felony or misdemeanor that took place while the student was receiving Federal Student Aid, may become ineligible to receive further aid for a specified period of time upon conviction. Federal Student Aid includes grants, loans, and work assistance otherwise provided to eligible college students under Title IV of the Higher Education Act.