Individuals who violate the terms of this policy will be reported to the appropriate law enforcement officials and may be subject to any of the following sanctions:

- Placement on probationary status;
- Short-term suspension with pay;
- Short-term suspension without pay;
- Long-term suspension without pay;
- Required participation in a drug and alcohol education, treatment, counseling, or rehabilitation program;
- Termination or dismissal from employment.

Prior to applying sanctions under this policy, individuals will be afforded all due process rights to which they are entitled under their contracts or the provisions of Kansas law.

Nothing in this policy and procedures is intended to diminish the right of the College to take any other disciplinary action which is provided for in college policies or the negotiated agreement. If it is agreed that an employee should enter into and complete a drug education or rehabilitation program, the cost of such program will be the responsibility of the employee.

In order to ensure that individuals are aware of the standard of conduct established by this policy and the sanctions for violation of that standard, a copy of this policy and procedures will be distributed to all employees of the College eligible for health insurance benefits.

This program will be reviewed biennially by college officials. The purpose of the review will be to determine the effectiveness of the program, to recommend the implementation of changes in the program, and to ensure that the sanctions are consistently enforced.