



Name: Pre-Employment Screening for Substance Abuse Policy
Category: Administrative Policies
Subject: Pre-Employment Screening for Cannabis and its Derivatives
Owner: Human Resources
Related Procedures: N/A
Related Forms: N/A

I. SCOPE

This policy amendment applies to all candidates for regular full-time employment and other candidates for employment for which pre-employment screening for substance abuse is required.

II. POLICY STATEMENT

The State of Delaware legalized recreational use of cannabis and its derivatives in 2023. The Delaware Department of Human Resources adopted a new policy for executive branch employees as a result that prohibits use of, or impairment by, cannabis and its derivatives within the workplace, but does not prohibit recreational use when an employee is off-duty, with the exception of sworn law enforcement officers and armed constables. The Department has encouraged non-executive branch agencies to adopt a similar policy.

Adopting the state's policy for executive branch employees will promote consistency in state employment, as well as enhance the College's efforts to recruit and retain the most qualified personnel by maintaining parity with other state agencies.

This amendment does not change the College's Drug-Free Schools and Workplace Policy or the College's Drug and Alcohol Testing Policy. The use and or possession of cannabis or its derivatives will remain prohibited on any College campus or at any College event/activity.

III. POLICY

To Be substituted in lieu of the existing policy:

3.05 Pre-Employment Screening for Substance Abuse

The final candidate for a regular, full-time position will be required to participate in pre-employment drug testing. When filling a staff vacancy for a regular, full-time position, any offer of employment must be contingent upon a negative test result for all substances listed of Schedule I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812), with the exception of cannabis and its derivatives. Notwithstanding the forgoing, a negative test result for cannabis and its derivatives will be required for all public safety employees and any employee who is required to

maintain a license or other certification as a condition of their employment when the licensing or certifying authority prohibits all use of cannabis or its derivatives as a condition of licensure or certification. The Vice President and Campus Director and/or the President may require pre-employment drug testing for any position other than regular, full-time as s/he deems necessary

Drug testing will be performed by the College's testing service provider and the report forwarded to the Chief Legal Counsel. The charge for performing each test will be the responsibility of the hiring campus.

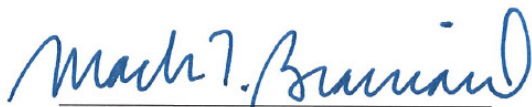
IV. EFFECTIVE DATE(S)

This policy is effective January 16, 2024.

V. FREQUENCY OF REVIEW AND UPDATE

This policy will be reviewed biannually.

VI. SIGNATURE AND DATE OF APPROVAL



Mark T. Brainard, President



Date