

ADMINISTRATIVE POLICY

DRUG AND ALCOHOL TESTING – DEPARTMENT OF TRANSPORTATION ONLY

This policy pertains to employees and students.

Fox Valley Technical College (FVTC) is dedicated to the health and safety of its learning and working environment. Drug and/or alcohol use may pose a serious threat to employee and student health and safety. Therefore, it is the policy of FVTC to prevent the use of drugs and abuse of alcohol from having an adverse effect on our students and employees. This policy applies to all applicants, students, and employees, including any independent contractor who operates a motor vehicle on behalf of FVTC pursuant to a contract, lease, or other agreement, and who are covered by the Department of Transportation (“DOT”) Federal Motor Carrier Safety Administration (FMCSA) drug and alcohol testing regulations (FMCSA Regulations) (collectively referred to as “drivers” or “individuals”).

FVTC is required to comply with the FMCSA regulations, and any other state and federal laws relating to drug and alcohol testing. Therefore, the policy will be administered consistently with those laws. The written policy provides a fairly comprehensive overview of the requirements of the applicable laws; however, it does not, nor is it intended to, communicate each and every detail of this expansive set of laws. For any applicant or employee who wishes to review the relevant laws, copies may be obtained by contacting Human Resources. The FMCSA regulations set the minimum requirements for testing. FVTC’s policy in certain instances may be more stringent. The driver is responsible for complying with the requirements set forth in this policy.

It is the policy of FVTC that no individual may use, possess, attempt to possess, manufacture, distribute, deliver, or be under the influence of a drug, or use or be under the influence of alcohol, while performing work, and no individual may test positive for alcohol and/or a controlled substance as provided in this policy. Violations of this policy may subject an employee to discipline, up to and including termination of employment.

[Procedures For the Drug and Alcohol Testing – Department of Transportation Only](#)

Adopted: 02/02/2022

Reviewed: 11/26/2024

Revised: N/A