



offense which constitutes a violation of paragraph one above shall notify the College President in writing of said conviction within five (5) days after the conviction occurs. Conviction, as defined in PL 100-690, shall mean "a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both." In the event of a report of a conviction pursuant to paragraph four above, where the employee is working in a project or program funded through a Federal contract or grant, Southern Union State Community College shall notify in writing within ten (10) days any Federal agency to whom such notification by Southern Union State Community College is required under PL 100-690.

In the event an employee violates paragraph one above or receives a conviction as described in paragraph 4 above, the respective employee shall be subject to appropriate disciplinary action which may include, but is not limited to, termination of employment. Southern Union State Community College shall also reserve the right to require said employee, as a condition of continued employment, to satisfactorily complete a drug treatment or rehabilitation program of a reasonable duration and nature.

Southern Union State Community College shall make a good faith effort to ensure that paragraphs one through six above are followed. Each new employee of the College shall receive a copy of this policy.

TOBACCO-FREE ENVIRONMENT

Southern Union State Community College is committed to providing a safe and healthy working and learning environment for the students, faculty, and staff on its campus and, because of this, maintains a tobacco-free environment.

Southern Union State Community College Smoke-Free and Tobacco-Free Policy

The use of all forms of tobacco products on property owned, leased, rented, in the possession of, or in any way used by Southern Union is expressly prohibited. "Tobacco Products" is defined as cigarettes, cigars, pipes, all forms of smokeless tobacco, clove cigarettes and any other smoking devices that use tobacco such as hookahs or simulate the use of tobacco such as electronic cigarettes.

Further, this policy prohibits any advertising, sale, or free sampling of tobacco products on Southern Union properties. This prohibition includes but is not limited to all areas indoors and outdoors, buildings and parking lots owned, leased, rented or otherwise used by Southern Union. The use of tobacco products is prohibited in all vehicles – private or public vehicles - located on Southern Union properties.

This policy applies to all persons who enter the areas described above, including but not limited to students, faculty, staff, contractors and subcontractors, spectators, and visitors. All events hosted by a Southern Union shall be smoke and tobacco-free.