

the office or person responsible for the regulation and administrative decision and ensure that action consistent with the decision is undertaken immediately. If the decision of the committee is that the decision is consistent with the federal guidelines and College policy, the person making the allegation may appeal the decision to the President of the College. The request for appeal should be made within 30 days.

4. The ADA contact shall keep a record of all complaints and committee decisions for future reference.
5. Decisions of the committee will be made within 14 days of the notification of appeal from the ADA contact. Expedited consideration will be given of urgent cases in which it is alleged that a regulation threatens immediate and irreparable infringement of rights.

## **VII. DRUG FREE CAMPUS POLICY**

### **A. Policy**

The East Arkansas Community College institutional Drug Free Policy (updated April 1, 1994) is as follows: Illicit drug and alcohol abuse and their use in the school or at the workplace are subjects of immediate concern in our society. From a safety perspective, the users of drugs may impair the well-being of students, employees, and the public at large. Such substance use may also result in damage to College property. Therefore, to comply with the Drug Free Schools and Communities Act of 1989 (P.L. 101-226) the Drug-Free Workplace Act of 1988, and the State of Arkansas \*EO-89-2, it is the policy of East Arkansas Community College the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance at its facilities is prohibited. Any employee or student found in violation of this policy will be subject to discipline up to and including termination-expulsion. This College is committed to the maintenance of a drug/alcohol free campus. The standard code of conduct for employees and students prohibits illegal drug/alcohol involvement on its property or as a part of any of its sponsored activities.

### **B. Implementation**

All employees and students of East Arkansas Community College will be provided a copy of this policy as a part of their orientation. This policy will be posted on the EACC website, published in the Student Handbook, and Faculty/Staff Handbook to be utilized for employee and student information. Review and revision of this policy will be made as required to determine its effectiveness and ensure that sanctions are consistently enforced.

#### **Legal Penalties and Sanctions:**

Local, State and Federal laws provide for a variety of penalties and sanctions that are based on the type and amount of drugs involved. Prior convictions are also taken into account.

## **VIII. TOBACCO-FREE POLICY**

The use of tobacco, tobacco products, electronic cigarettes, or any kind of vaping product is prohibited on the EACC campus and in college pool cars. At off-campus locations, EACC will recognize the policies of the host school or other entity. The administration will develop additional guidelines as necessary for the implementation of this policy and to insure its compliance.

## **IX. WEAPONS ON CAMPUS POLICY**

Possession of a weapon (a firearm or any other instrument which the bearer could, or intends to, use to bring harm against a person) on any EACC campus is prohibited for all persons, with the following exceptions:

- 1) Duly authorized law enforcement officers during the performance of their duties or as may be required by their supervising agency.
- 2) An Arkansas Concealed-Carry Licensee who meets all the following conditions to carry a concealed HANDGUN only, as stipulated in Arkansas Act 562 of 2017.
  - a) Licensee has a current state license to carry a concealed handgun, and
  - b) Licensee has completed required enhanced endorsement training as approved by the Director of the Department of Arkansas State Police, and
  - c) Licensee is 21 years of age or over (or at least 18 years of age if active duty military or honorably discharged former military), and
  - d) Handgun must be concealed at all times.

Notwithstanding the above, Licensee may secure a concealed handgun in his or her locked vehicle on a publicly owned and maintained parking lot.

Act 562 Exception: Concealed carry is not allowed in any documented grievance and/or disciplinary meetings, provided additional requirements are met.

## **DEFINITIONS**

“Club” means any instrument that is specifically designed, made or adapted for the purpose of inflicting serious physical injury or death by striking, including a blackjack, billie, and sap.

“Knife” means any bladed hand instrument three (3) inches or longer capable of inflicting serious physical injury or death by cutting or stabbing, including a dirk, a sword or spear in a cane, a razor, an ice pick, a throwing star, a switchblade, and a butterfly knife.

“Licensee” means a person granted a valid license to carry a concealed handgun.

“Concealed” means to cover from observation so as to prevent public view.

“Handgun” means any firearm with a barrel length of less than twelve inches (12”) that is designed, made, or adapted to be fired with one (1) hand.

“Parking lot” means an area, structure, or part of a structure designated for the parking of motor vehicles