

# **Medical Marijuana Policy**

## **Introduction**

South Hills has an obligation to take actions necessary to ensure that our students and employees are aware of the dangers of drug and alcohol abuse. That obligation extends not only to our students and employees, but also to our employers who provide internships/externships to our students and hire our graduates.

With those and other obligations and considerations in mind, South Hills created and implemented the Drug/Alcohol Abuse Prevention & Policy which declared South Hills to be a drug- and alcohol-free school and workplace. With the passage of Pennsylvania’s Medical Marijuana Act of April 17, 2016, P.L. 84, No. 16, § 101 (the “Act”), it is imperative that South Hills supplements the Drug/Alcohol Abuse Prevention & Policy and other student and employee-related policies to clarify its stance on medical marijuana as it pertains to students and employees.

## **Policy Statement on Medical Marijuana**

Students and employees are prohibited from the manufacture, distribution, dispensing, possession, or use of medical marijuana, as defined under the Act, anywhere on property belonging to South Hills, including, but not limited to, grounds, parking areas, anywhere within the building or facilities, or while participating in school-related activities.

This prohibition also includes a prohibition from participating in school-related or employment-related activities or being present on the above-referenced property belonging to South Hills while under the influence of medical marijuana, regardless of whether the student or employee possesses a valid identification card, as defined under the Act, or any other documentation permitting the use of medical marijuana.

## **Administrative & Notification Requirements**

Students and employees are required to, as a condition for initial and continued enrollment and employment, abide by this and all other South Hills policies. If a student or employee is in possession of a valid medical marijuana identification card, as defined under the Act, the student or employee must present the identification card to South Hills within ten (10) days of the student’s enrollment, the employee’s employment, or the issuance of the identification card—whichever occurs first. South Hills will maintain a copy of the identification card in their records.

It is the sole responsibility of the student or employee to maintain a valid, unexpired, unrevoked, and unsuspended identification card on record with South Hills. In the event that the student or employee’s identification card shall expire, be revoked, or be suspended, the student or employee must notify South Hills within seven (7) days of such. Similarly, in the event that the identification card is reissued, renewed, or modified in any manner, the student or employee must provide South Hills with a copy of the most recent identification card within seven (7) days of such.

Nothing within this Medical Marijuana Policy or within a student or employee's status as a holder of a valid medical marijuana identification card shall exempt such student or employee from any random, probable cause, mandatory, or other drug-testing performed by South Hills.

### **Disciplinary Procedures**

In the event that a student or employee is found to be manufacturing, distributing, dispensing, in possession of, under the influence of, or using medical marijuana on South Hills property or while participating in school-related or employment-related activities, the student or employee will be required to meet with the South Hills Director and/or other appointed personnel. The student or employee will be permitted to provide any necessary documentation or evidence at this meeting for consideration in determining the appropriate actions/sanctions. If the student or employee does not already have a valid identification card on file, they = shall provide a valid identification card to South Hills no later than the date and time of this meeting.

During this meeting, or by written notice within thirty (30) days of the meeting, South Hills, in their sole and absolute discretion, may take one or more of the following actions:

- Issue a written warning;
- If the student or employee is unable to provide a valid identification card, report the violation to law enforcement officials;
- Suspension from school-related or employment-related activities, without pay, for a period not to exceed fourteen (14) days; or
- Expulsion from, or termination of employment with, South Hills.

Additionally, in the event that a student or employee is found to test positive during any drug-screening for the presence of medical marijuana without a valid identification card on file with South Hills, the student or employee will be required to, within seven (7) days, provide a valid identification card effective at least as of the date of the positive test. In the event that the student or employee fails to do so, they shall be subject to the same disciplinary procedures as listed above.

### **Employment, Internships, and Externships**

The purpose of this Medical Marijuana Policy is to encompass the policies and procedures applying to medical marijuana on property belonging to South Hills and while participating in school-related and employment-related activities.

While South Hills may assist in placing students within such opportunities, South Hills is not responsible for advising students of applicable policies within those opportunities or regulating students' actions under those policies. Understanding that marijuana is still classified as a Schedule I drug under the Federal Controlled Substances Act, and that each state may have differing or conflicting laws, students, as well as employees, are solely responsible for educating themselves of applicable policies, laws, regulations, and other restrictions while participating or agreeing to participate in their employment, internship, or externship opportunities. Students are solely responsible for abiding by the respective policies and procedures of their employers or respective internship and externship providers at all times that students are participating in such.

### **Compliance with Applicable Laws and Regulations**

This Medical Marijuana Policy was created and implemented prior to the promulgation of any relevant or binding regulations by the Department of Education pertaining to medical marijuana as it relates to post-secondary institutions. Additionally, marijuana remains classified as a Schedule I drug under the Federal Controlled Substances Act (P.L. 91-513, 21 U.S.C. § 812). Therefore, in the event that the Department of Education shall promulgate any such regulations or the Federal Controlled Substances Act is amended to reclassify marijuana, South Hills shall have sixty (60) days from the effective date of such regulation(s) or amendment(s) to amend, modify, rescind, or otherwise adapt this policy, or any other policy, to the requirements of such.

### **South Hills Drug/Alcohol Abuse Prevention & Policy**

This Medical Marijuana Policy was created and implemented to supplement and expand upon the South Hills Drug/Alcohol Abuse Prevention & Policy, as well as all other school-related and employment-related policies and procedures. Students and employees are strongly encouraged to revisit the Drug/Alcohol Abuse Prevention & Policy, applicable employee handbook(s), and all other applicable policies and procedures for additional information on the health risks related to drug and alcohol use, and the assistance services provided for in each county.

### **Modifications/Revisions**

As part of an ongoing effort to maintain the most efficient policies in light of protecting our students and advancing their best interests, South Hills reviews this Medical Marijuana Policy at least biennially. The purpose of this review is to:

- Determine the effectiveness and efficiency of the policy;
- Adapt the policy to any additions, changes, or amendments under applicable laws and regulations;
- Implement changes to the program and revise the policy as needed; and
- Ensure that the disciplinary sanctions described in the program are consistently enforced;

### **Contact**

In the event that students or employees have any questions, comments, or concerns about this Medical Marijuana Policy, they are encouraged to contact the following individuals:

Natalie Lombardo-Beaver, Director of Education & Regulatory Affairs  
Carolyn Hettich, Assistant of the Director & Human Resources

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