

**Drug Free Environment and Drug Prevention Program**

Reference: Drug Free Schools and Communities Act Amendment, 1989 20 U.S. Code Section 1145g and 34 C.F.R. Section 86.1 et seq.; Drug Free Workplace Act 1988, 41 U.S. Code Section 702

This District is committed to providing its employees and students with a drug free workplace and campus environment. It emphasizes prevention and intervention through education.

**Drug Free Workplace**

In order to achieve the objective of a drug free workplace, the Governing Board directs the Superintendent/President or his/her designee to implement the following policy:

1. The Superintendent/President or his/her designee provide each employee with notice that the unlawful manufacture, distribution, dispensing, possession or use of alcohol or any controlled substance is prohibited on District property, during District-sponsored field trips, activities or workshops, and in any facility or vehicle operated by the District.
  - a. Include a statement of possible disciplinary actions, up to and including termination of employment, expulsion, and referral for prosecution, or, as permitted by law may require satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program.
  - b. Inform employees of the availability of drug counseling, rehabilitation, and employee substance programs;
  - c. Inform employees that as a condition of employment, employees must notify the District within five (5) days of any conviction for violating a criminal drug statute while in the workplace. The District is required to inform any agencies that require this drug-free policy within ten (10) days after receiving notice of a workplace drug conviction.
  - d. Notify employees of the District's policy of maintaining a drug-free workplace;
  - e. Inform employees of the dangers of drug abuse in the workplace, including, but not limited to, threats to the health and safety of employees, students, and the public. The dangers of drug and alcohol abuse may include but are not limited to: physiological diseases, mental disorders, overdose and death.
2. The Superintendent/President or his/her designee shall notify federal agencies with which contracts are held or from which grants are received within 10 days of receiving notice that an employee has been convicted of a criminal drug statute for violation occurring in the workplace.
3. The Superintendent/President or his/her designee shall, within thirty (30) days of notification of the conviction of an employee for a criminal drug statute violation

occurring in the workplace, take appropriate disciplinary action against the employee up to and including discharge.

As used in this policy “drug” and “drugs” refer to controlled substances as defined by state and federal law.

*(Formerly PVC Board Policy 4065.1)*

09/03/08 College Council Approval  
09/23/08 Board First Read  
10/28/08 Board Second Read and Approval  
9/2/09 College Council Approval  
9/22/09 Board First Read  
10/27/09 Board Second Read and Approval