

BP 5850 DRUG FREE ENVIRONMENT

References:

Drug Free Schools and Communities Act, 20 U.S.C. Section 1145g;
34 C.F.R. Sections 86.1 et seq.;
Drug Free Workplace Act of 1988, 41 U.S.C. Section 702
Health and Safety Code Section 11362.79

The District shall be free from all drugs and from the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance, including medical marijuana, is prohibited in/on all facilities/property under the control and use of the District.

Any student or employee who violates this policy will be subject to disciplinary action (consistent with local, state, or federal law), which may include referral to an appropriate rehabilitation program, suspension, demotion, expulsion, or dismissal. In cases where there is a reasonable belief that a violation of law has occurred, cases may be reported to the appropriate law enforcement agency for investigation and prosecution.

The Chancellor shall assure that the District distributes annually to each student and employee the information required by the Drug-Free Schools and Communities Act Amendments of 1989 and complies with other requirements of the Act.

Date Adopted: March 17, 2009
(Replaces RCCD Policies 3115/4115)
Revised: June 21, 2011
Formerly: 3550

AP 5850 DRUG FREE ENVIRONMENT

References:

Drug Free Schools and Communities Act Amendment of 1989, 20 U.S. Code
Section 1145g and 34 C.F.R. 86.1, et seq;
Federal Drug-Free Workplace Act of 1988, 41 U.S. Code, Section 702
Health and Safety Code Section 11362.79

The District is committed to providing its employees and students with a drug-free workplace and campus environment.

PROHIBITION OF CONTROLLED SUBSTANCES

The unlawful manufacture, distribution, dispensing, possession or use of alcohol or any controlled substance, including medical marijuana, on District property, during District-sponsored field trips, activities or workshops, or in any facility or vehicle owned or operated by the District is strictly prohibited.

Violation of the District's Policy, Administrative Procedures or conviction of any criminal drug statute will result in appropriate action 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.

As a condition of employment, and pursuant to the Federal Drug Free Workplace Act, 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 that an employee has been convicted of a workplace drug violation under the Act. Within thirty (30) days of receiving a notice of conviction, the District is required to discipline the employee and/or require the employee to satisfactorily participate in a drug abuse assistance or rehabilitation program.

Annually, the District shall distribute to each student and employee:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of controlled substances, including medical marijuana, and alcohol by students and employees on its property or as part of any of its activities;

All new employees will be provided with a copy of the District's Drug-Free Environment Policy and Administrative Procedure. The Policy and Procedure will also be distributed to all employees following any revisions.

Acknowledgement of receipt of the Policy and Procedure shall be signed by each employee and maintained in his/her personnel file.

The District shall periodically review its procedures for a drug free workplace and ensure that discipline for violation of the District's Policy and Procedure is consistently enforced.

See also Board Policy and Administrative Procedure, 6460, titled Drug Prevention Program, and, 5870, titled Smoking on Campus

Office of Primary Responsibility: Human Resources & Employee Relations

Date Approved: September 28, 2009
(Replaces RCCD Regulation 3115/4115)
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