

## DRUG-FREE ENVIRONMENT AND PREVENTION PROGRAM

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

### Prohibition of Drugs

The unlawful manufacture, distribution, dispensing, possession or use of any controlled substance is prohibited on District property, during District-sponsored trips, activities or workshops, and in any District facility or in any vehicle operated by students or employees.

1. District Human Resources shall post on the District's web site a notice of the District's policies of maintaining a drug-free environment.
2. The notice shall include information on:
  - a. District policy
  - b. Criminal sanctions for the unlawful possession or distribution of illegal drugs and alcohol
  - c. The health risks associated with the use of illegal drugs and abuse of alcohol
  - d. Agencies or services available for people with substance abuse or drinking problems.
3. All new employees will receive a copy of this policy during orientation.
4. Violation of this prohibition will result in appropriate action up to and including termination of employment, referral for prosecution, or as permitted by law, may require satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program.
5. As a condition of employment, employees must notify District Human Resources within five (5) days of any conviction for violating a criminal drug statute while in the workplace. District Human Resources is required to inform any agencies that require this drug-free policy within ten (10) days after receiving notice of a workplace drug conviction.

Education Code 87732, 87735, 87736  
Drug-Free Schools and Communities Acts, 20 U.S. Code, Section 1145g  
34 C.F.R. Sections 86.1  
Drug-Free Workplace Act of 1988  
41 U.S. Code, Section 702