

AP 6950 Drug and Alcohol Testing

Drug and Alcohol-Free Workplace Policy (Board Resolution No. 9555)

1. STUDENTS: In compliance with the regulations published January 31, 1989, of the Drug-Free Workplace Act of 1988, 34CFR, Part 85, Subpart F, and the Drug-Free Schools and Communities Act Amendment of 1989 (Public Law 101-226), published December 12, 1989, the Imperial Community College District prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance and possession, use, or distribution of alcohol by its student's in any of the District's workplaces/work sites/properties or as any part of the institution's activities. The following action will be taken within 30 days by the District against any student who violates these prohibitions:
 - a. Student conduct disciplinary action, up to and including expulsion and referral for prosecution for violation of these standards of conduct.
2. EMPLOYEES: In compliance with the regulations published January 31, 1989 of the Drug-Free Workplace Act of 1988, 34CFR, Part 85, Subpart F, and the Drug Free Schools and Communities Act Amendment of 1989 (Public Law 101-226), published December 12, 1989, the Imperial Community College District prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance and possession, use, or distribution of alcohol by its employees in any of the District's workplaces/work sites/properties or as any part of the institution's activities. In addition, it will be the employee's responsibility to notify the District within 5 days after conviction of a criminal drug violation, which occurred at the workplace. The following disciplinary action will be taken within 30 days by the District against any employee who violates these prohibitions:
 - a. Require satisfactory participation by the employee in a drug or alcohol abuse assistance or rehabilitation program approved for such purposes by the federal, state, or local health, law enforcement, or other appropriate agency.

OR

 - b. Appropriate personnel action up to and including termination.
3. The District must notify the U.S. Department of Education within 10 days of receiving notification from an employee, or otherwise receiving actual notification of such drug conviction.