



AP 3550 Drug Free Environment and Drug Prevention Program

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

The District will provide information about the dangers of drugs and alcohol and will engage in prevention programs.

Drug Free Workplace

1. The Superintendent/President or his/her/their designee will provide annually, each employee and student, 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 clear statement that the District will impose disciplinary sanctions on students and employees, consistent with local, State and Federal law for the unlawful possession or distribution of illicit drugs and alcohol, including underage drinking laws, and a description of those sanctions, including 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. The description of sanctions shall include both disciplinary sanctions and a description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol.
 - b. Inform employees and students of the availability and description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs;
 - c. Inform employees that as a condition of employment, employees must abide by the terms of this policy and 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 students and employees of the dangers and health risks of alcohol and drug abuse, 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.



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2. The Superintendent/President or his/her/their 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/their 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, or require the employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for those purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.
4. A biennial review of this program and its policies shall occur to:
 - a. Determine effectiveness and implement changes to the program if they are needed;
 - b. Determine the number of drug and alcohol-related violations and fatalities that occur on the institutions campus or as part of any of the institution's activities, and are reported to campus officials;
 - c. Determine the number and type of sanctions described in paragraph (1)(a) that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities; and
 - d. Ensure that the disciplinary sanctions are consistently enforced.

Assistance for substance abuse may be obtained from one of the following sources:

- Victor Community Support Services, Inc. 760-243-5417
- Higher Ed Centers (Drug and Alcohol Rehab Centers) 1-877-872-0540
<https://www.higheredcenter.org/rehab/Victorville-CA/>
- SB County Department of Behavioral Health 800-968-2636
<https://wp.sbcounty.gov/dbh/sudrs/>

References: BP 3570

References:

Drug Free Schools and Communities Act Amendment, 1989 34 C.F.R. Section 86.1 et seq.;
20 U.S. Code Sections 1011i; 1091(r); 1092(f)(1)(H); 1092(k);
Drug Free Workplace Act 1988, 41 U.S. Code Section 8101-8106;
California Drug-Free Workplace Act, Cal. Gov. Code 8355;
California Business & Professions Code Section 25608(a).