



## **AP 3550 DRUG-FREE ENVIRONMENT AND DRUG PREVENTION PROGRAM**

### **References:**

Drug-Free Schools and Communities Act Amendment of 1989;  
20 U.S. Code Section 1145g;  
34 Code of Federal Regulations 86.1 et seq.;  
Federal Drug-Free Workplace Act of 1988;  
41 U.S. Code Section 702

The District is committed to providing its employees, students, and volunteers with a drug-free workplace and campus environment. The District emphasizes prevention and intervention through education. Student Health Services and Human Resources share the responsibility for implementing and continuously improving this procedure.

### **Prohibition of Drugs and Alcohol**

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, except as permitted by AP 3560 Alcoholic Beverages and BP/AP 4300 Field Trips and Excursions.

Violation of this prohibition 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, employees must notify the District within five 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 days after receiving notice of a workplace drug conviction.

### **Resources for Students**

Student Health Services provides confidential individual counseling for students who have questions or concerns about their use of alcohol or use of other substances. Referrals are also made to community resources such as Alcoholics Anonymous and Narcotics Anonymous.

The District has also implemented an electronic early warning system to notify Campus Security and the Psychological Intervention Response Team (PIRT) of a "student of concern." This system enables anyone experiencing or witnessing an interaction with a student whose conduct seems to be abnormal to inform District authorities who are specially trained to respond and intervene in a timely manner to such concerns. The



individual notifying the District about the student of concern may do so without fear of retaliation by the student being reported.

#### Resources for Employees

The District offers a fully-paid employee assistance program which is available to all employees and family members in their household.

Employees who are enrolled in District health insurance plans have access to an additional employee assistance program which provides assistance by phone 24 hours a day, seven days a week. This assistance also extends to family members living in the same household as the employee.

Also see BP/AP 5500 Standards of Student Conduct, BP/AP 7360 Discipline and Dismissal – Academic Employees, and BP/AP 7365 Discipline and Dismissal – Classified Employees

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