

DRUG-FREE ENVIRONMENT & DRUG PREVENTION PROGRAM

*Reference: Drug Free Schools & Communities Act Amendment of 1989;
20 U.S. Code §1145g; 41 U.S. Code § 702;
34 Code of Federal Regulations §86.1, et seq.;
Federal Drug-Free Workplace Act of 1988;*

The College 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 goal is to empower students and employees to make informed decisions about substance abuse to allow each to be healthy and productive and maximize each person's potential.

The Superintendent/President shall assure that the College District distributes annually to each student the information required by law and complies with other legal requirements.

The College District prohibits the unlawful possession, use, sale, or distribution of illicit drugs by students and employees on the College District's property or as part of any of the College District's activities, including but not limited to field trips, activities or workshops.

The unlawful manufacture, distribution, sale, dispensing, possession or use of alcohol or any controlled substance is prohibited on College District property, during College District-sponsored field trips, activities or workshops, and in any facility or vehicle operated by the College District. Under Business & Professional Code Section 25608(a), any person who possesses, consumes, sells, gives, or delivers to any other person, any alcoholic beverage in or on any public building, campus, or any of the College District grounds is guilty of a misdemeanor, except as provided for in District Procedure No. 3560 AP, "Alcoholic Beverages." As a condition of employment, each employee is required to comply with these requirements.

Every person who consumes any alcoholic beverage must be at least 21 years of age. Southwestern Community College District will enforce the prohibition of underage drinking and the prohibition of unlawful drugs.

Consequences for Violations

Violation of this Procedure will result in the College District taking appropriate action and imposing applicable legal sanctions under local, State, or Federal law for unlawful possession or distribution of illicit drugs and alcohol, up to and including termination of employment for employees, expulsion and/or other discipline of students, loss of and ineligibility for financial aid for students, and referral to federal, state, local and/or campus law enforcement for criminal law citation, arrest and/or prosecution of both employees and students, and/or as permitted by law, may require satisfactory participation in programs, including but not limited to an alcohol or drug abuse assistance or rehabilitation program.

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The health risks associated with the use of illicit drugs and the abuse of alcohol include:

- Death including by alcohol poisoning or drug overdose,
- Risk of addiction and withdrawal symptoms including pain, convulsions and depression,
- Liver, heart, kidney, pancreas, and brain damage and/or loss of brain cells,
- Impaired judgment and resulting safety and health risks including accidents, unwanted pregnancies or sexually transmitted diseases, and aggressive or violent behavior,
- Impaired performance including drowsiness, impaired memory, and impaired concentration,
- Sexual dysfunctions,
- Harm to a fetus, including spontaneous abortion, premature labor, and detached placenta,
- Psychological problems including depression, anxiety, paranoia, panic reactions, psychosis and hallucinations,
- Seizures,
- Strokes, cardiac arrest or cardiovascular problems,
- Lung damage or illnesses, bronchitis, or respiratory arrest, and
- Needle-related illnesses and complications such as hepatitis, HIV, muscle and nerve tissue damage necessitating limb amputation, and infections.

Employee Notification of Workplace Criminal Drug Statute Violation

As a condition of employment, employees must notify the College District within five days of any conviction for violating a criminal drug statute. An employee who is convicted of violating a criminal drug statute will receive discipline from Southwestern College and will require satisfactory participation in a drug abuse assistance or rehabilitation program.

Assistance, Resources and Referrals

Drug or alcohol counseling, treatment, or rehabilitation or re-entry programs or referrals are available to employees or students. The College District provides confidential referrals through an Employee-Assistance Program (EAP) for employees and their families needing assistance with drug or alcohol abuse. Please contact the Benefits Office for more information regarding EAP.

Students should contact Health Services for resources or for assistance.