

DRUG FREE ENVIRONMENT AND DRUG PREVENTION PROGRAM

(Board Policy 3550)

The District shall be free from all drugs and from the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in all facilities under the control and use of the District.

Any student or employee who violates this policy will be subject to disciplinary action, which may include referral to an appropriate rehabilitation program, suspension, demotion, expulsion, or dismissal.

The Superintendent/President shall assure that students attending the college are made aware of the Drug Free Schools and Communities Act Amendments of 1989 through District publications, website, and other appropriate means. The Superintendent/President will assure that District complies with other requirements of the Act.

Reference: Drug Free Schools and Communities Act, 20 U.S.C. Section 114g and 34, C.F.R. Section 86.1 et seq.; Drug Free Workplace Act of 1988, 41 U.S.C. Section 702

Last Date of Approval: May 22, 2003

Administrative Procedure (AP 3550)

Feather River Community College District, by virtue of this policy, commits to the adoption, implementation, and enforcement of Drug Free Schools and Communities Act, 20 U.S.C. Section 114g and 34 C.F.R. Section 86.1 et seq. and Drug Free Workplace Act of 1988, 41 U.S.C. Section 702.

Feather River College is committed to the intellectual growth, personal development, and healthy mind and body of every member of the College community. To this end, this policy applies to every aspect of District-wide employment and its' educational programs in an effort to provide a drug-free learning environment. It shall be the responsibility of the governing Board and the Superintendent/President/Designee to ensure effective implementation and support of the policy.

Feather River College also offers referral services through our Counseling and Health Services departments as well as chemical dependency treatments and support through Human Behavior Associates (800) 937-7770. Local drug and alcohol dependency treatment is available through Plumas County Drug and Alcohol department and the Plumas County Health Department.

Prohibition of Drugs

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.

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 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.

Policy Statement

It is the purpose of the Governing Board by this policy and policy statement to implement the provisions of the Drug-Free Schools and Communities Act of 1989 (Public Law 101-226), which requires federal contract/grant recipients to provide a drug-free campus.

The Superintendent/President/Designee shall:

1. Distribute the following policy statement annually to all employees and students:

The Feather River Community College District recognizes the potential dangers of drug and alcohol abuse in an educational environment. Such abuse increases safety risks to employees and students or other responsibilities involving the health and welfare of District students and personnel. Additional dangers of drug and alcohol abuse may include a loss of efficiency to the District and an additional burden on co-workers and co-students who must accommodate the absences or inefficiency of an impaired employee or peer.

You are hereby notified that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, as defined in Schedules I-V of section 202 of the Controlled Substances Act (231 U.S.C.812) , or unlawful use of alcohol, is prohibited on Campus and at College-sponsored activities.

You are further notified that, as a condition of your continued employment and/or enrollment, you are expected to abide by the terms of this policy statement, and must notify the District of any criminal drug or alcohol conviction (including a plea of nolo contendere), occurring on the Campus or at a College sponsored activity. Said notice shall be delivered to the Superintendent/President /Designee no later than five (5) days after such conviction. Once said notice is delivered, the District will then have the responsibility to notify the federal contractor or agencies within 10 days of receiving notice of such conviction.

The District will then take appropriate action to provide support or additional corrective actions, from counseling or referral and treatment up to dismissal/expulsion for any employee/student found to have violated the provisions of this statement.

2. Establish the Following:

- a. A drug awareness program to inform employees and students about the requirement of the Drug-Free Schools and Communities Act and inform the employees and students about the dangers of drug and alcohol abuse in the College community and the assistance which is available to them for rehabilitation purposes

The District may impose on its' employees and students who violate this policy penalties which will vary from corrective action up to and including dismissal and/or expulsion. At the discretion of the District, an employee/student may be required to satisfactorily participate in an established assistance program.

- b. Conduct a biennial review of the Policy and Programs to determine their effectiveness and implement changes if needed; and ensure that sanctions are consistently enforced.

Reference: Drug Free Schools and Communities Act Amendment, 1989; Federal Drug-Free Workplace Act, 1988

Last Date of Approval: March 16, 2005