

## **CITRUS COMMUNITY COLLEGE DISTRICT HUMAN RESOURCES**

### **AP 7103 Drug and Alcohol-Free Environment and Drug and Alcohol Prevention Program**

References: 20 U.S. Code Section 1145g (Drug Free Schools and Communities Act Amendment of 1989); 34 Code of Federal Regulations (C.F.R.) Sections 86.1 et seq; 41 U.S. Code Section 702 (Federal Drug Free Workplace Act of 1988).

#### **General Provisions**

The purpose of this regulation is to implement the requirements of the Federal Drug Free Workplace Act of 1988 as set forth in Board Policy 3012. The District is committed to provide its employees and students with a drug free workplace and campus environment. The District emphasizes prevention and intervention through education.

The District will publish a statement, which notifies employees and students that it is unlawful to manufacture, distribute, or possess a controlled substance in the workplace and campus environment, and that appropriate action will be taken against an employee or a student who violates this regulation.

The District will establish a Drug and Alcohol-Free Awareness Program for employees that will:

1. Outline the dangers of drug and alcohol abuse in the workplace.
2. Review the District's Drug and Alcohol-Free Environment and Drug and Alcohol Prevention Program Policy.
3. Identify the penalties that may be imposed for drug and/or alcohol use and violations occurring in the workplace.
4. Notify all regular full- and part-time employees that, as a condition of employment, he or she will abide by the terms as stated in Board Policy 3550.

Board Approval	05/04/10
Desk Review	10/17/12
Desk Review	10/19/16
Desk Review	10/31/19