

DRUG-FREE WORKPLACE

BP 5200

It is the policy of the Cabrillo Community College District to maintain a workplace free of the unlawful manufacture, distribution, dispensing, possession or use of controlled substances as listed in Sections I through V of Section 202 of the Controlled Substances Act (21 United States Code Section 812) including but, not limited to, substances such as marijuana, heroin, cocaine and amphetamines.

For the purpose of this policy, workplace shall mean any place, whether on or off District property, where an employee does work for the Cabrillo Community College District. The workplace includes, but is not limited to: property owned, rented or leased by the District; any place an employee performs work for the District on a field trip, field study, athletic competition or study travel program; in District or private vehicles being used for official District business.

In furtherance of this policy, all employees shall be made aware of the dangers of drug abuse and the college and community resources available for counseling and rehabilitation of those with drug-related problems. All employees shall also be informed of the consequences of workplace drug abuse violations. These consequences shall include, but not be limited to: employee disciplinary action pursuant to applicable State law, District policy and collective bargaining agreements; and/or arrest and prosecution with the possibility of loss of credentials per California Education Code sections 87335 and 87346, and/or dismissal.

As a condition of continued employment, all District employees shall:

1. Abide by the terms of this policy; and
2. Notify, in writing, the Director of Personnel and Human Resources of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction; (The term conviction includes a finding of guilt, including a plea of no contest or nolo contendere, or imposition of sentence or both.)

Individuals who are not Cabrillo Community College employees, but who perform work at property owned, rented, leased or otherwise controlled by Cabrillo College for District benefit (e.g., independent contractors, job shoppers, temporary employees provided by agencies, visitors engaged in joint projects at Cabrillo, volunteers and so forth) are required to comply with this policy. Such individuals who unlawfully manufacture, distribute, dispense, possess or use controlled substances in a Cabrillo workplace may be barred from further work for and at Cabrillo College.

Legal Reference: Drug-Free Workplace Act of 1988, 34 CFR Part 85, Subpart F.

Adopted: May 7, 1990