

# **CITRUS COMMUNITY COLLEGE DISTRICT HUMAN RESOURCES**

## **BP 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 District is committed to maintaining an environment free from the unlawful possession, use, or distribution of illegal substances and alcohol by students and employees.

With the exception of alcohol products intended fully for use in classroom scientific experiments, and not intended for human consumption, the unlawful manufacture, distribution, dispensing, possession or use of alcohol or any other controlled substance is prohibited on District-owned or controlled property, at District-sponsored or supervised functions, or related to or arising from District attendance or activity.

All employees are required to comply with this policy as a condition of their employment and continued employment.

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, dismissal, or expulsion. Any employee convicted under a criminal drug and/or alcohol statute for conduct in the workplace must report this conviction within five days to the Superintendent/President.

The Superintendent/President shall ensure that the District distributes annually to each student and employee the information required by the Drug Free Schools and Communities Act Amendments of 1989 and complies with other requirements of the Act.

Also see BP/AP 3560 titled, "*Alcoholic Beverages*", as well as AP 3570 titled, "*Smoking on Campus*".

Board Approved 05/04/10