

General Institution

1 **AP 3550 DRUG AND ALCOHOL FREE ENVIRONMENT AND**
2 **DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM**

3 **References:**

- 4 Drug Free Schools and Communities Act Amendment of 1989;
5 20 U.S. Code, Section 1011;
6 34 Code of Federal Regulations, Sections 86.1 et seq.;
7 Federal Drug-Free Workplace Act of 1988;
8 41 U.S. Code, Section 8103

9 The District is committed to providing its employees and students with an alcohol and
10 drug-free campus and workplace environment. It emphasizes prevention and
11 intervention through education.

12 **Notice**

13 The District will provide annual notice to students and employees of the District's drug
14 and alcohol free campus and workplace environment. The District will provide written
15 and/or electronic notice of its policies through:

- 16 • Publication of the policy in class schedules in print and on on-line;
17 • Annual print notification to employees in their paychecks; and
18 • Online publication of Board Policies.

19 **Health Risks That May Be Associated with the Use of Illicit Drugs and the Abuse**
20 **of Alcohol**

- 21 • Partner and/or child abuse.
22 (HHS—NIH—NIDA: *Drug Abuse and Addiction: One of America's Most*
23 *Challenging Problems* and HHS—NIH—NIAAAA: *A Snapshot of Annual High-Risk*
24 *College Drinking Consequences*)
25 • Unintended injuries or death, including motor vehicle crashes.
26 (Hingson, R.W., et al: *Magnitude of Alcohol-Related Mortality and Morbidity*
27 *among U.S. College Students Ages 18-24*, in The Journal of Studies on Alcohol,
28 March, 2002)
29 • Being hit, otherwise assaulted, violently attacked, and/or murdered by another
30 under the influence.
31 (HHS—NIH—NIDA: *Drug Abuse and Addiction: One of America's Most*
32 *Challenging Problems*)
33 • Sexual activity without protection against HIV, hepatitis (A, B, and C), and other
34 STDs.
35 (HHS—NIH—NIDA: *Drug Abuse and Addiction: One of America's Most*
36 *Challenging Problems*)

- 37 ▪ Rape, including date rape; other sexual assault; and/or other sexual activity when
38 under the influence and unable to consent.
39 (Hingson, R.W., et al: *Magnitude of Alcohol-Related Mortality and Morbidity*
40 *among U.S. College Students Ages 18-24*, in The Journal of Studies on Alcohol,
41 March, 2002)
- 42 ▪ Unsafe interactions with medications, including more than 150 medications that
43 should not be mixed with alcohol.
44 (HHS—NIH—NIAAA: *Alcohol: What You Don't Know Can Harm You*)
- 45 ▪ Binge and other drinking behaviors leading to ingestion of toxic amounts of
46 alcohol, which can lead to alcohol poisoning, with effects including mental
47 confusion, stupor, coma, inability to be roused, vomiting, seizures, slow or
48 irregular breathing, hypothermia, bluish skin color, and paleness, and, if left
49 untreated, seizures, permanent brain damage, and/or death.
50 (HHS—NIH—NIAAA: *Facts About Alcohol Poisoning*)
- 51 ▪ Premature births and low birth weights; alcohol and illicit drug-related birth
52 defects, including fetal alcohol syndrome (FAS) involving severe physical,
53 mental, and behavioral problems; and in the case of prenatal cocaine exposure,
54 a 1.5 times increased likelihood of needing special education services in school.
55 (HHS—NIH—NIAAA: *Alcohol: What You Don't Know Can Harm You and Drug*
56 *Abuse and Addiction: One of America's Most Challenging Problems*)
- 57 ▪ Suicide.
58 (HHS—NIH—NIAAA: *A Snapshot of Annual High-Risk College Drinking*
59 *Consequences*)
- 60 ▪ Long-term health problems including liver disease; heart disease; cancers
61 including those of the mouth, throat, larynx (voice box), breast, rectum, and
62 colon; and pancreatitis.
63 (HHS—NIH—NIAAA: *Alcohol: What You Don't Know Can Harm You*)
- 64 ▪ Homelessness.
65 (HHS—NIH—NIDA: *Drug Abuse and Addiction: One of America's Most*
66 *Challenging Problems*)

67 **Prevention and Intervention Programs**

68 The District provides education and maintains programs and services designed to aid
69 students, employees and their families in receiving assistance for alcohol and/or drug
70 abuse problems. Included in these educational and assistive programs and services
71 are:

- 72 • Notification of the dangers of drug use and dependency in the class schedule;
- 73 • Mental health services provided to students through the Student Health Services;
74 and
- 75 • An Employee Assistance Program (EAP) for employees and their families.

76 **Alcohol and Drug Prohibitions**

77 The unlawful manufacture, distribution, dispensing, possession, or use of alcohol or any
78 controlled substance is prohibited on District property, during District-sponsored field
79 trips, activities or workshops, and in any facility or vehicle operated by the District.

80 Violation of Board Policy 3550, Drug and Alcohol Free Environment and Drug and
81 Alcohol Abuse Prevention Program, will be addressed by the District. The District will
82 take appropriate action designed to address each specific violation, which may include,
83 but is not limited to:

- 84 • Termination of employment,
- 85 • Expulsion,
- 86 • Referral to Campus Police or other law enforcement agency for prosecution as
87 permitted by law, or
- 88 • Mandatory participation in an alcohol or drug abuse assistance or rehabilitation
89 program.

90 As a condition of employment, employees of the District will have their fingerprints
91 recorded with the California State Department of Justice and any conviction or violations
92 of the law involving drugs and/or alcohol will be reported to Campus Police and to the
93 Human Resources Office pursuant to the requirements of law. In addition, employees
94 must notify the District within five (5) calendar days of any conviction for violation of a
95 criminal drug statute occurring in the workplace. The District is required to report any
96 violations of criminal drug or alcohol statutes that occur in the workplace to the United
97 States Department of Education on an annual basis.

98 Also see AP 5520 titled Student Discipline Procedures

99 Offices of Primary Responsibility: Vice President, Student Services
100 Vice President, Human Resources

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(Replaces former Cerritos College Policy 8012)