

San Diego Community College District



Policy

4115

October 14, 1998

DRUG FREE WORK PLACE

CONDITION

It is the intent of the Board of Trustees to establish and maintain a drug-free work place. This policy shall be applicable to all activities of the District which are under the trusteeship of the Board. Further, this policy shall be liberally construed to satisfy the requirements of the DRUG-FREE WORK PLACE ACT OF 1988, 41, U.S.C. 403(8), requiring federal grant recipient's certification to provide a drug-free work environment.

POLICY

1. The Chancellor shall:
2. Publish a statement for distribution to all current employees and direct that the statement be provided to all new-hire employees. The statement shall give notice that: unlawful manufacture, distribution, dispensing, possession or use of controlled substances is prohibited in the work place and that actions and/or penalties up to and including dismissal may result for violation of this prohibition. Further, in accordance with the Act, as a condition of employment, all employees shall notify the District of any criminal drug statute conviction (including pleas of nolo contendere). Said notice shall cover work place related crimes and shall be delivered within five (5) days after conviction.
3. Establish a drug-free awareness program to inform employees of the dangers of drug abuse and provide drug abuse rehabilitation assistance and services information.
4. Designate a staff office to coordinate the requirement of this policy and to certify and report as required by Federal law.

SUPERSEDES: June 29, 1989