

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
POLICY MANUAL

DRUG AND ALCOHOL-FREE WORKPLACE AND COLLEGE ENVIRONMENT

41 U.S.C. Sections 701 et seq.; 20 U.S.C. Sections 1011i et seq.;
Government Code Section 8350 et seq.

Related to
CCLC BP 3550

A drug and alcohol-free workplace and college environment is essential to District services and operations. Accordingly, the Chancellor shall ensure compliance with the Drug-Free Workplace Act of 1988 (the Act) regarding the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the workplace, the California State Drug-Free Workplace Act of 1990, and a drug and alcohol-free college environment for students and employees in accordance with the requirements of the Drug-Free Schools and Community Act Amendments of 1989. The Chancellor certifies that the District has a drug and alcohol-free environment by taking the following actions required by these Acts:

1. Certify pursuant to applicable law that the District will provide a drug and alcohol-free workplace;
2. Notify employees and students regarding prohibitions and penalties under applicable law;
3. Notify appropriate agencies regarding workplace violations; and
4. Establish a drug and alcohol-free awareness program for employees and students.

In notifications to employees and students, the Chancellor shall ensure compliance with applicable law in that the following information will also be provided:

1. Information pertaining to standards of conduct that prohibit unlawful possession, use or distribution of illicit drugs and alcohol on its property or as part of its activities, such as those listed in District's Rules of Student Conduct, and in employee handbooks for Classified, Faculty, and Administrators;
2. Information describing the health and other related risks associated with the use of illicit drugs and abuse of alcohol used in excess over time, such as the production of illness, disability, and death. In addition, the health consequences of substance abuse may be immediate and unpredictable, such as

