



MONTEREY PENINSULA
COLLEGE

ADMINISTRATIVE PROCEDURES

AP 3550 Drug-Free Environment and Drug Prevention Program

The Monterey Peninsula Community College District is committed to providing its employees and students with a drug-free workplace and campus environment. It emphasizes substance abuse prevention and intervention through education.

Human Resources and Student Health Services share the responsibility for implementing this procedure.

Prohibition of Drugs

The unlawful manufacture, distribution, dispensation, sale, possession, or use of alcohol or any controlled substance is prohibited:

- on District property;
- as part of any District activities, including during District-sponsored and/or District-approved field trips, activities or workshops even when the formal activities of the field trip or conference have ended; and
- in any facility or vehicle operated by the District.

The use of alcoholic beverages is permitted in limited circumstances described in Administrative Procedure 3560 - Alcoholic Beverages.

Health Risks

The health risks associated with the use of illicit drugs and the abuse of alcohol include but are not limited to:

- death including by alcohol poisoning or drug overdose;
- addiction and associated withdrawal symptoms;
- damage to the liver, heart, kidney, pancreas, and brain;
- damage to and/or destruction of nerve cells in the brain and/or the peripheral nervous system;
- strokes, cardiac arrest, and cardiovascular disease;
- contracting infections such as HIV/AIDS, hepatitis, cellulitis, and endocarditis;
- lung disease, bronchitis, and respiratory arrest;
- neonatal abstinence syndrome and developmental problems in children whose mothers use drugs while pregnant and/or breastfeeding;
- impaired judgment, memory, concentration, and performance resulting in accidents, unsafe sex, and aggressive and/or violent behavior;

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- mental health conditions including depression, anxiety, paranoia, panic reactions, psychosis, and hallucinations;
- seizures;
- severe dental conditions such as “meth mouth;” and
- sexual dysfunctions.

Resources for Employees and Students

Drug or alcohol counseling, treatment, or rehabilitation or re-entry programs or referrals are available to employees or students.

- Employees: Contact the Human Resources Benefits Office for information regarding the Employee Assistance Program, through which participating employees may obtain confidential referrals for assistance with drug abuse and/or alcohol abuse.
- Students: Contact Student Health Services for assistance, including confidential referrals to community resources such as Alcoholics Anonymous and Narcotics Anonymous

Consequences for Violations

Violation of this prohibition will result in appropriate action up to and including termination of employment, expulsion, and referral for prosecution, or, as permitted by law, may require satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program.

Employee Notification of Workplace Criminal Drug Statute Violation

As a condition of employment, employees must notify the District within five (5) days of any conviction for violating a criminal drug statute while in the workplace. The District is required to inform any agencies that require this drug-free policy within ten (10) days after receiving notice of a workplace drug conviction.

See Board Policy 3550 - Drug-Free Environment and Prevention Program

See also Board Policy 3560 - Alcoholic Beverages, Board Policies/Administrative Procedures 7360 - Discipline and Dismissal: Academic Employees and 7365 - Discipline and Dismissal: Classified Employees, and the College Catalog

References: *Drug Free Schools and Communities Act Amendment of 1989;*
20 U.S. Code Section 1011j;
34 Code of Federal Regulations Parts 86.1 et seq.;
Federal Drug-Free Workplace Act of 1988;
41 U.S. Code Section 8103

Approved: May 11, 2021