

### ***346 DRUGS AND ALCOHOL***

Umpqua Community College is committed to maintaining a safe and effective institution free from the devitalizing influences of alcohol and drug abuse.

The abuse of drugs and alcohol by individuals constitutes a serious threat to their physical and mental well-being and may significantly impair performance. Although the college recognizes drug and alcohol dependencies as major health problems, drug and/or alcohol abuse at UCC is considered unacceptable behavior because it negatively affects the productivity, safety and security of the college. Therefore, in order to foster a safe, healthful and secure campus environment, it is UCC's intent and obligation to provide appropriate drug and alcohol related procedures, educational resources, prevention-focused activities and referral services. In addition, when necessary, the college will impose sanctions.

Actions taken with respect to students, employees, and visitors shall be consistent with rights afforded individuals under college policy, state and federal statutory, regulatory and constitutional provisions.

Any employee, student or visitor who appears on college property under the influence of intoxicating or controlled substances (as defined by Federal and State statutes) will be subject to immediate expulsion from the premises.

Unlawful manufacture, distribution, dispensing, possession or use of an intoxicating or controlled substance (other than a drug prescribed by a physician) on college premises is prohibited. Violations of this policy will result in disciplinary action, up to and including termination, expulsion from classes, disqualification from use of campus facilities and referral to appropriate law enforcement agencies for prosecution.

Off-campus groups utilizing college facilities will be informed in writing of the college's drug and alcohol policies and enforcement actions. This will be accomplished prior to the group's arrival on campus.

The college's premises are defined as any building, room, outdoor space, or vehicle that is owned, rented, leased, or used by the college.

#### **Employees:**

If the college is to maintain a strong and productive workforce, employees must be insured of a workplace that is supportive of high level job performance. This means that impaired job performance caused by the abuse of controlled drugs and alcohol will not be tolerated at Umpqua Community College. In keeping with this standard of performance, all employees will comply with the following procedures:

1. The college expects employees to report to work able to perform their duties in a safe, efficient and effective manner. Any employee under the

influence of alcohol or controlled substances while on the college's premises or on college business will be subject to sanctions which may include, but are not limited to termination, suspension or the requirement that the employee complete an approved alcohol or drug rehabilitation program.

2. The college recognizes that substance abuse is a problem which can be treated. Wherever feasible, the college will assist employees to seek and successfully complete treatment. Employees requiring treatment for drug and/or alcohol abuse will be encouraged to make use of the benefits provided by the college insurance program. However, the decision to seek diagnosis and accept treatment for alcohol or drug abuse is the responsibility of the individual employee.
3. Employees who voluntarily request assistance in dealing with alcohol or drug abuse problems may do so without jeopardizing their continued employment with Umpqua Community College. Voluntary participation in a treatment program does not prevent future disciplinary action for violation of the College's drug and alcohol policy. Employees who undergo counseling or treatment, and who continue to work must meet all established standards of conduct and job performance.
4. The unlawful manufacture, distribution, or possession of a controlled substance by any college employee while on college business or while on the college's premises is prohibited and will constitute grounds for disciplinary action, up to and including termination.
5. All UCC employees will, as a condition of employment, not only abide by the above policy, but will report any criminal convictions for drug related activity in the workplace no later than five days after such conviction. In compliance with the Federal Drug-Free Workplace Act of 1988, within thirty days of receiving notice of an employee conviction, the college will:
  - a. Take appropriate personnel action against the employee, up to and including termination.
  - b. Require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement or other appropriate agency.

Students:

Umpqua Community College is dedicated to providing a learning environment for students that is safe and free of the detrimental influences of drug and alcohol abuse. In keeping with this commitment, students are expected to comply with the following procedures:

1. Students are expected to report to class in a condition that is conducive to learning. Any student under the influence of alcohol or controlled substances while on the college's premises or on college sponsored activities will be subject to sanctions which may include suspension or

expulsion from the college.

2. The unlawful manufacture, distribution, or possession of a controlled substance by any student while on college business or while on the college's premises is prohibited and may constitute grounds for suspension or expulsion from the college.
3. Students experiencing problems resulting from drug, narcotic, or alcohol abuse or dependency should make use of appropriate community resources for dealing with their specific situation. Although the college recognizes that alcohol and drug abuse can be treated and is willing to work with students who may suffer from such problems, it is the student's responsibility to seek assistance before drug or alcohol problems lead to academic problems.

#### Visitors

No visitor or other member of the public shall enter or remain upon college premises when under the influence of alcohol or controlled substances. Any such person under the influence of intoxicating or controlled substances shall immediately leave the premises upon being directed to do so by the President or his delegate or designate or other member of the Administration in charge. Any license, invitation, privilege or permission otherwise held or asserted by such person is terminated by remaining on such premises after being directed to leave.

["controlled substance": schedules I-V, Sec. 202, Controlled Substances Act (21 USC 812)]