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| EMPLOYEE SUBSTANCE ABUSE | 2735 |
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Every employee of the San Luis Obispo County Community College District is expected to provide service without being under the influence of alcohol or controlled substances of any kind, or without being rendered incapable of performing duties because of drugs as defined in this policy. The safety and health of students, staff, and the public require that every reasonable precaution be taken to discourage substance abuse. No employee shall manufacture, distribute, dispense, possess, or use alcohol or controlled substances at any college workplace.

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The District Superintendent or designee shall implement procedures aimed at establishing and maintaining a drug and alcohol free environment.

Definitions

1. The term workplace includes all district property including parking areas. Any employee who manufactures, distributes, dispenses, possesses, or uses controlled substances at any workplace is subject to discipline.

The terms illegal drugs and controlled substances include all chemical substances or drugs listed in any controlled substances laws or regulations. They include, but may not be limited to:

Stimulants, which speed up central nervous system activity, e.g., amphetamines, cocaine and similar drugs.

Depressants, which relax central nervous system activity, e.g., narcotics, barbiturates, and similar drugs.

Hallucinogens, which change perception and consciousness, e.g., marijuana, hashish, LSD, and similar drugs.

For the purposes of this policy, drugs include any prescription or over-the-counter medicine of which intentional misuse may cause inability to perform job duties; and any prescription drug of which known side effects may cause inability to perform job duties, if the employee's supervisor has not been informed of that potential. The possession or use of drugs or controlled substances under the direction of a physician is not prohibited.

2. An employee found to be incapable of performing, or using, or possessing drugs or controlled substances (as identified above) at the workplace (as identified above), shall be subject to discipline in accordance with existing board policies: 3077, Disciplinary Action Short of Dismissal; 4510, Grounds for Discipline; and 4520, Procedure for Discipline. As an alternative to this discipline, the employee shall be allowed to participate in a drug abuse rehabilitation program as indicated in the paragraph below.

3. The district encourages and will assist by referral any employee with an alcohol or drug dependency to seek treatment and rehabilitation. Sick leave may be used by an employee for treatment or rehabilitation of any alcohol or drug dependency by a physician or other professional specializing in such treatment or rehabilitation. Existing leaves of absence regulations apply.

(Approved: 1/16/91)