

EMPLOYEE WELFARE

DI
(LOCAL)

DRUG-FREE
AWARENESS
PROGRAM

The College District shall maintain a drug-free environment and shall establish, as needed, a drug-free awareness program complying with federal requirements. [See DH] The program shall provide applicable information to employees in the following areas:

1. The dangers of drug use and abuse in the workplace.
2. The College District's policy of maintaining a drug-free environment. [See DH(LOCAL)]
3. Drug counseling, rehabilitation, and employee assistance programs that are available in the community, if any.
4. The penalties that may be imposed on employees for violation of drug use and abuse prohibitions.

TREATMENT FOR
ALCOHOL OR DRUG
ABUSE

An employee may be referred to drug or alcohol rehabilitation by his or her immediate supervisor if the supervisor reasonably believes the employee is under the influence of drugs or alcohol in violation of this policy.

Failure to successfully complete a drug or alcohol treatment program to which the employee has been referred may result in disciplinary action, up to and including termination of employment.

EMPLOYEE
RESPONSIBILITY

All fees or charges associated with drug/alcohol abuse counseling or rehabilitation shall be the responsibility of the employee.