

DRUG-FREE SCHOOLS AND COMMUNITIES ACT

Community Colleges of Spokane is committed to maintaining an environment free of crime, illicit drug use and alcohol abuse. While it is the policy of the community colleges to assist students and employees to seek treatment for drug or alcohol dependency, any student or employees committing criminal acts or participation in the unlawful use of drugs or alcohol on any property under the control of Community Colleges of Spokane or participating in any sponsored activity shall immediately be subject to the rules and regulations concerning such acts and shall be referred to appropriate authorities for prosecution.

Rules of Conduct Regarding Alcohol and Drug

Pursuant to RCW 28B.50.140, the board of trustees is empowered to adopt rules and policies regarding the operation of Community Colleges of Spokane. Over the past several years, the board has adopted the following policy and rules regarding alcohol, drugs, firearms and other dangerous instrumentalities and mandated strict compliance with both the letter and intent.

Drug-Free Workplace, Board Policy 2.30.03

The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in all facilities, grounds, events or activities directly or indirectly under the control of Community Colleges of Spokane shall not be tolerated and, pursuant to this policy, shall be prohibited. The Community Colleges of Spokane will comply with the Federal Drug-Free Workplace Act of 1988, Drug-Free Schools and Communities Act of 1989, U.S. Department of Transportation regulations implementing the Federal Omnibus Transportation Employee Testing Act of 1991, and WAC 132Q-04-031(2) and (3). Employees or students engaging in such prohibited activities shall be subject to disciplinary action, pursuant to applicable rules, regulations and employment contracts, which may result in suspension or termination. It shall be the responsibility of the chief executive officer to develop and implement a drug-free awareness information program and to establish procedures ensuring that all employees are notified of the drug-free policy and as a condition of employment agree to abide by the policy and implementing procedures. [Adopted 06/20/89, Revised 12/05]

Prohibited Conduct, WAC 132Q-04-031 (2) and (3)

Disciplinary action may be taken for a violation of any provision of this student code or for a violation of other district and college rules, policies and regulations by a student which may from time to time be properly enacted including, but not limited to, the following:

- Using, possessing, consuming or being under the influence of, or selling any liquor as defined by applicable law or in a manner which disrupts a college activity.
- Using, possessing, selling or being under the influence of any narcotic drug or controlled substance as defined by applicable law in a district/college facility or while participating in a college-related program.

Legal Sanctions Regarding Unlawful Possession and Use of Alcohol and Other Controlled Substances

A general reference to legal sanctions is available from the Human Resources Office, at Community Colleges of Spokane, 501 N. Riverpoint Blvd., MS 1004, PO Box 6000, Spokane, WA 99217-6000.

Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol

The use of illicit drugs and the abuse of alcohol can, and in many instances very probably will, lead to serious health problems, chemical dependency, deterioration of the quality of life, and if untreated, early death.

Cocaine provides a short-lived "high" followed by depression, paranoia, anxiety, guilt, anger and fear. It can cause rapid physical and psychological addiction. In some instances cocaine may cause a heart attack or sudden death, even on the first use. The dangers of this highly addictive drug and its close derivative "crack" are evidenced daily through the news media.

Overdose of cocaine (or other stimulants) can cause agitation, increase in body temperature, hallucinations, convulsions and possible death.

Marijuana, like cocaine, provides a short-term high, and like cocaine, is addictive. While the "high" may last only short time, traces remain in the body for a month or more, inhibiting short-term memory, reducing reaction time and impairing visual tracking. It may also cause an inability to abstract and understand concepts. In some instances it can depress the immune system. Increase the risk of heart attack, contribute to lung diseases and cause infertility. Marijuana and other cannabis can cause euphoria, relaxed inhibitions, increased appetite and disoriented behavior. Overdose can cause fatigue, paranoia and possible death.

Depressants such as barbiturates, chloral hydrate, benzodiazepines, etc. can cause slurred speech, disorientation and drunken behavior without the odor alcohol. Overdose can cause shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma and possible death.

Hallucinogens such as LSD, Mescaline and Peyote, amphetamine variants, etc. can cause illusions and hallucinations, and poor perception of time and distance. Overdose can cause longer, more intense illusionary/hallucinatory episodes, psychosis and possible death.

Narcotics such as opium, heroin, morphine, and codeine can cause euphoria, drowsiness, respiratory depression, constricted pupils and nausea. Overdose of narcotics can cause slow and shallow breathing, clammy skin, convulsions, coma and possible death.

Prescription drugs, used improperly, can cause tiredness or hyperactivity, impaired reflexes, brain damage, and in some instances, addiction or death.

Alcohol, used abusively, will impair judgment, result in anxiety, feelings of guilt, depression and isolation. Prolonged use may cause liver and heart disease, cancer, and psychological problems and dependency in the form of alcoholism. Alcohol use by pregnant women is the leading preventable cause of mental retardation in children.

Available Counseling and Treatment Programs

Community Colleges of Spokane recognized that illicit drug use and the abuse of alcohol is a health, safety and security problem. Both Spokane Community College and Spokane Falls Community College maintain guidance and counseling services. Information and referral for alcohol and drug dependency can be obtained from the Spokane County Regional Health District, 509-324-1420 by calling Washington Recovery Help Line 1-866-789-1511.

Employees who need assistance are encouraged to use resources available through the various state health insurance plans and the seek advice from the Employee Assistance Program 1-877-313-4455

Imposition of Sanctions

Pursuant to WAC 132Q-04260, students violating the rules of conduct adopted by the board of trustees are subject to disciplinary actions ranging from a written warning to dismissal.

Violation of applicable rules of conduct by employees may subject the employee to disciplinary actions ranging from reprimand to dismissal. Any disciplinary action taken will be in accordance with pertinent rules, laws and negotiated agreements applicable to the employee's status.

Students and employees suspected of violation of federal, state and local laws will be referred to local authorities for investigation and possible prosecution.

Person(s) with a disability requiring any auxiliary aids, services or other accommodations, should contact the college at least 30 days before the program. For SCC TTY 711 relay ask for 509-533-7169 • SFCC TTY 509-533-3838. Community Colleges of Spokane provides equal opportunity in education and employment.

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DRUG-FREE WORKPLACE: The Policy and You

Introduction

The Federal Drug-Free Workplace Act of 1988, a part of the Omnibus Drug Act (P.L. 100-690), became effective on March 18, 1989. The law requires that Community Colleges of Spokane, as a recipient of federal grants and contracts, implement a drug-free workplace program and take other specific steps to avoid suspension or termination of funding.

Community Colleges of Spokane recognizes drug dependency to be an illness and a major health problem. In the interest of providing a healthy, safe, and secure educational and work environment, and in order to meet the requirements of this legislation, it is the policy of Community Colleges of Spokane to maintain a drug-free workplace for our employees and students.

The drug-free awareness program is designed to inform employees about:

- The dangers of drug abuse in the workplace;
- The district's policy of maintaining a drug-free workplace;
- Available drug counseling, rehabilitation and employee assistance programs; and
- The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

The Policy

On March 14, 1989, the board of trustees adopted a drug-free workplace policy; 2.30.03:

"The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in all facilities, events or activities directly or indirectly under the control of Community Colleges of Spokane shall not be tolerated and, pursuant to this policy, shall be prohibited. Employees or students engaging in such activities shall be subject to disciplinary actions, pursuant to applicable rules, regulations and employment contracts, which may result in suspension or termination. It shall be the responsibility of the chief executive officer to develop and implement a drug-free awareness information program and to establish procedures ensuring that all employees are notified of the drug-free policy and as a condition of employment agree to abide by the policy and implementing procedures."
[Adopted 06/20/89, Revised 06/05]

The Dangers of Drug Abuse in the Workplace

Illegal drug use in the workplace endangers fellow workers, security, public safety, and the morals and productivity of our institution and our community.

Drug users are three times more likely than nonusers to injure themselves or co-workers in on-the-job accidents.

Drug users are absent from work twice as often and incur three times the average level of sickness costs as nonusers.

The connection between drugs and crime is well-proven.

The use of illegal drugs can result in a wide spectrum of extremely serious health problems, including disruption of heart rhythm, small lesions of the heart, high blood pressure, leaks of blood vessels in the brain, bleeding and destruction of brain cells, permanent memory loss, infertility, impotency, immune system impairment, kidney failure, pulmonary damage, and in the most serious instances, heart attack, stroke and sudden death.

- Approximately 25 percent of all victims of AIDS acquired the disease through intravenous drug use.
- There is a strong link between teenage suicide and the use of illegal drugs.
- Approximately 10 to 15 percent of all highway fatalities involve drug use.
- It is estimated that 15 percent of American workers have their productivity impaired by substance abuse.

The Employee's Responsibility

All employees are given a copy of Community Colleges of Spokane's drug-free workplace policy and must abide by the policy as a condition of employment. In accordance with the federal law, CCS requires that an employee who is convicted under criminal drug statute for any violation occurring in the workplace, or while conducting CCS business, must report such conviction to the Human Resource Office, 434-5040, not later than five days after the conviction.

If the person is employed under a federally sponsored grant or contract, CCS shall notify the sponsoring agency within 10 days of receiving notice that the employee has been convicted of a drug statute violation in the workplace.

Penalties for Drug Violation Conviction

For any employee who is convicted of violation of a criminal drug statute in the workplace, CCS will require satisfactory participation in a state-certified drug abuse assistance or rehabilitation program, or will take disciplinary action.

Disciplinary action, in accordance with Higher Education Personnel Board rules, collective bargaining unit agreement, tenure laws, or other policies of the institution may result in suspension or termination for employment or other appropriate personnel actions.

Help is Available

Community Colleges of Spokane recognizes illegal drug use and/or dependency to be a health, safety and security problem. Employees who need assistance with problems related to drug abuse are encouraged to use any available resource:

- The State Employee Assistance Program (EAP)
- Appropriate medical insurance plans
- Local drug counseling programs

For More Information

Community Colleges of Spokane has certified, pursuant to the Drug-Free Workplace Act of 1988, that it will provide a drug-free workplace for all employees. For specific information on the certification regulations, the employee should refer to the Drug-Free Workplace Act of 1988, 34 CFR Part 85, Subpart F.

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