

## Glendale Community College District

### 7331

#### Board Policy

### **EMPLOYEE DRUG FREE WORKPLACE POLICY**

It is the policy of Glendale Community College District to maintain a drug free workplace. The unlawful use, manufacture, distribution, possession, presence, or sale of alcohol, narcotics, or any legally controlled drugs is prohibited. An employee's presence on College owned property, or attendance at a College sponsored or supervised function, while under the influence of alcohol, narcotics, or other legally controlled drugs is prohibited except as expressly permitted by law.

All employees are required to comply with this policy as a condition to their continued employment. An employee convicted under a criminal drug statute for conduct in the workplace must report this conviction within five (5) days to the Office of Human Resources.

#### References:

- Business & Professional Code, Sections 25608 and 25658
- Drug Free Schools and Communities Act of 1986 as amended (Public Law 100-297, as amended (20 U.S.C. 3211))
- Drug Free Schools and Communities Act Amendment, 1989 20 U.S. Code Section 1145g and 34 Code of Federal Regulations Parts 74, 75, 77, 81, 82, 85 and 86.1 et seq.;
- Federal Drug-Free Workplace Act, 1988, 41 U.S. Code Section 702
- Drug Prevention Programs in Higher Education (34 CFR Part 612) (Final Regulations June 30, 1988, 53 CFT Part 24884)
- Educational Code of California, Sections 76030 through 76037, 87011, 87405, 87735, 87736 and 88022
- Federal Criminal Code, 21 U.S.C. Sections 841 through 845
- Health & Safety Code, Sections 11350 through 11360.

See Administrative Regulation 7331

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Reviewed: 1/13/17; 8/28/20

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