



# Walla Walla Community College

Policy: Drug-Free Workplace

Adopted: January 1988

Revised: January 2014

## Drug-Free Workplace

It is the intent of the Board of Trustees of Walla Walla Community College to provide a drug-free, healthful, safe, secure work environment in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1986. Thus, each employee is expected to report to work physically and mentally prepared to perform their assigned duties.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in and on Walla Walla Community College-owned or –controlled property or while conducting College business.

The use of alcohol while on Walla Walla Community College-owned or –controlled property is also prohibited except when authorized in writing by the College President and in accordance with State of Washington Liquor Control Board procedures.

No employee will report to work while under the influence of alcohol or any unlawful controlled substance. Violation of this policy by any employee will result in : 1) disciplinary action that may include termination of employment in accordance with Bargaining Unit Agreements, tenure laws, or other College policies; and/or 2) satisfactory participation in an approved chemical dependency program.

Initiative 502 allows people 21 years of age and older to possess and use small amounts of marijuana in a private setting in Washington State. While this changes how the State treats marijuana use and possession, it is important to understand that:

- 1) Public use of marijuana is punishable as a civil infraction under the law, and
- 2) WWCC's Student Conduct Code and employment policies, which prohibit the possession and use of any amount of marijuana on campus and at college-sponsored events, remain unchanged.

Faculty, staff, and students should be aware that, although state law has changed, possession and use of marijuana is still a criminal offense under federal law. This is of particular concern to WWCC because our receipt of federal funding (in the form of financial aid, contracts, and grants) is contingent upon the College complying with the federal Drug-Free Schools and Communities Act. This act required WWCC to adopt and implement programs and policies to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and

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employees on campus or at college-sponsored events. Because marijuana is not legal at the federal level, it is still considered to be an illicit drug under federal law. Accordingly, failure by WWCC to implement and enforce policies prohibiting the possession and use of marijuana on campus or at college-sponsored events could jeopardize the college's federal funding.

In summary, students, faculty, and staff are to continue to refrain from possessing or using any amount of marijuana on campus or at college-sponsored events. Initiative 502 prohibits public consumption of marijuana. Possession and use of marijuana continues to be a crime under federal law.

The student conduct code and college policies continue to prohibit the use or possession of any amount of marijuana on campus or at college-sponsored events and such policies are unchanged and remain in force. As required by policy, those possessing or using marijuana on campus or at college-sponsored events will be subject to appropriate disciplinary procedures.

If an employee is engaged in the performance of a federally sponsored grant or contract, the College must provide written notification to the federal contracting agency within ten (10) calendar days of having received notice that the employee has been convicted of a drug statute violation occurring in the workplace. Compliance with federal law requires all employees to provide notification in writing to the employing official, of any criminal drug statute conviction occurring in the workplace no later than five (5) calendar days after such a conviction. The College will take disciplinary action against any College employee so convicted within thirty (30) calendar days of notification. Disciplinary action may include dismissal from employment, satisfactory participation in an approved chemical dependency program, or a combination of sanctions.

Walla Walla Community College recognizes chemical dependency to be a treatable illness. The College has established an ongoing education program that will provide: 1) Information about the dangers of drug and alcohol abuse in the workplace; 2) the College's Drug Free Workplace Policy; 3) information about the availability of drug and alcohol counseling, rehabilitation, and the Employee Assistance Program; and 4) the possible penalties for employee drug or alcohol abuse violations.

Conscientious efforts to seek help for a chemical dependency problem will not jeopardize employment. Employees or their family members needing assistance with chemical dependency problems are encouraged to utilize the confidential referral services of the College's Employee Assistance Program.

I have read and understand the Walla Walla Community College Drug Free Workplace Policy.

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Employee Signature

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Date