
TITLE:	Drug-Free Workplace
NUMBER:	404 (old #1140)
APPROVED BY BOARD OF TRUSTEES:	09/12/89
AMENDED BY THE BOARD OF TRUSTEES	03/14/2012; 10/11/05

Whatcom Community College intends to provide and promote a drug-free, healthful, safe, and secure work environment. Thus, each employee is expected and required to report to work in an appropriate mental and physical condition to perform his/her assigned duties.

It is the policy of Whatcom Community College to expect employees to encourage and model behaviors designed to reduce or eliminate drug abuse in society. Whatcom Community College recognizes drug dependency to be an illness and a major health problem. The institution also distinguishes drug abuse as a potential health, safety and security problem. Employees needing assistance in dealing with such problems are encouraged to utilize the Washington State Employee Advisory Program and health insurance plans, as appropriate. Conscientious efforts to seek such help, in and of itself, will not jeopardize employment.

Being under the influence of, or participating in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in and on Whatcom Community College owned and controlled property will result in disciplinary action being taken in accordance with the Higher Education Personnel Board rules, bargaining unit agreements, tenure laws, or other policies of the institution. Violation will be reason for discipline, including possible termination of employment.

Employees must, as a condition of continued employment, abide by the terms of this policy, and report any conviction under a criminal drug statute for violations occurring in or on properties controlled or owned by Whatcom Community College or while conducting College business. A report of such conviction must be made within five (5) days after said conviction. The College must notify any federal contracting agency within ten (10) days of having received notice that an employee engaging in the performance of such federally sponsored grant or contract has any drug statute conviction or violation occurring in the workplace. The College will impose a sanction on, or require the satisfactory participation in a drug/alcohol abuse assistance or rehabilitation program by, any employee who is so convicted.

Employees covered by the WFSE Collective Bargaining Agreement may be required to take post-accident drug and alcohol testing as delineated in Article 22 of the Agreement.