

Drug-Free Workplace

Columbia Gorge Community College is a drug-free campus and workplace. Enforcement of the college drug and alcohol policy is part of the crime prevention strategy. It is a violation of policy for students or staff to possess, consume, be perceptively under the influence of or furnish alcoholic beverages on college controlled property or at college or student organization functions.

Board of Education Policy

The manufacture, distribution, dispensing, possession, or use of alcoholic beverages, intoxicants, or controlled substances not medically prescribed, or being under the influence of these substances to any degree by any employee, in or about the college buildings or on the college premises, or while performing any duties for the college, is prohibited. If the employee is not dismissed, suspension may be imposed in combination with a requirement to complete a drug or alcohol treatment and rehabilitation program.

Any employee convicted of a violation occurring in the work place, under any criminal drug statute violation, will be subject to disciplinary action. Such action may include probation, unpaid suspension, dismissal, or agreement to participate satisfactorily in a drug abuse assistance or rehabilitation program.

Employees convicted of any criminal drug statute violation occurring in the work place must notify the employer no later than five days after the conviction.

Definitions

1. Under the influence is defined as (a) a reasonable suspicion based on articulable observations concerning such circumstances as the work performance, appearance (including, for example, the noticeable odor of an alcoholic beverage), behavior, or speech of the employee, or being involved in an accident on company premises which results in physical injury or property damage, and/or (b) any noticeable or perceptible impairment of the employee's mental or physical faculties.
2. Controlled substances are defined as all forms of narcotics, depressants, stimulants, hallucinogens, and cannabis, whose sale, purchase, transfer, use or possession is prohibited or restricted by law.
3. Over-the-counter drugs are those which are generally available without a prescription from a medical doctor and are limited to those drugs which are capable of impairing the judgment of an employee to safely perform his or her duties.
4. Prescription drugs are defined as those drugs which are used in the course of medical treatment and have been prescribed and authorized for use by a licensed practitioner/physician or dentist.

5. Work place and work hours include college facilities and any location where an officially designated college function is being conducted or at which an employee is officially representing the college. Working hours similarly include regular hours of work including breaks and meal periods, and those times when an employee is attending an officially designated college function or when an employee is officially representing the college.

6. Employee: This term applies to anyone on the college payroll, including student employees.

Exclusions

1. This policy does not prohibit appropriate use of physician-prescribed drugs or over-the-counter drugs necessary to the employees' health which do not interfere with job performance.

2. This prohibition does not apply to reasonable use of alcoholic beverages when offered in connection with the college's official social or professional functions, which occur at the end of or after the employee's work day so that the employee does not return to work. Such activities are governed by State OLCC regulation which requires the college to closely monitor consumption.

Employee Assistance

Employees may seek referral assistance through their supervisor in connection with alcohol or drug-related problems. Drug and alcohol counseling and rehabilitation are available through the college's Employee Referral Procedures and/or through the medical insurance plans, whichever is applicable according to the employee's status.

1. Reasonable efforts will be made to handle such requests confidentially.

2. Requests for assistance are encouraged and will not be considered alone as grounds for dismissal.

3. Such requests will not, however, excuse violation of the actions prohibited under Board policy