

**PENINSULA COLLEGE  
BOARD POLICY**

Subject: **DRUG AND ALCOHOL-FREE WORKPLACE POLICY**

Board Policy Number: 211

Date Adopted: April 18, 1989, September 18, 1990

Date Revised: December 12, 1995, November 14, 2000, May 9, 2006; May 8, 2007

Peninsula College is committed to providing a healthy and productive educational environment. Teaching, learning, and other work can be impaired by alcohol and drug use. The abuse of alcohol and the use of illegal drugs by members of the Peninsula College community are incompatible with the goals of an academic institution. Therefore, the use, possession, transfer or sale of illegal drugs by employees is prohibited and the use of alcohol on Peninsula College campus will be limited.

Only those functions sponsored by the College or the Peninsula College Foundation may apply to serve alcohol on campus. The decision regarding the use of alcohol at any Peninsula College function resides with the College President.

Peninsula College employees are prohibited from being demonstrably under the influence of controlled substances in the workplace (WAC 296-800-11025). Violation of this policy will result in sanctions consistent with the college's employee disciplinary procedures, college regulations, collective bargaining agreements, and local, state, and federal law.

Sanctions for employees may include, but are not limited to, counseling, mandatory participation in an appropriate rehabilitation program, fines, participation in community service, unpaid suspension from employment, loss of certain campus privileges, termination of employment, and/or referral for prosecution.

Student disciplinary action may include the applicable disciplinary sanctions described in the Student Rights and Responsibilities Policy (#431)

