



Drug Free Workplace Resources

Lower Columbia College is committed to providing a drug free work and school environment. Each employee is expected to report to work in an appropriate mental and physical condition to perform his or her assigned duties. The same is true for students.

Policy: The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in all facilities, grounds, events or activities directly or indirectly under the control of Lower Columbia College shall not be tolerated and, pursuant to this policy, shall be prohibited. Lower Columbia College will comply with the [Federal Drug-Free Workplace Act of 1988](#), Drug-Free Schools and Communities Act of 1989, U.S. Department of Transportation regulations implementing the [Federal Omnibus Transportation Employee Testing Act of 1991](#). Employees or students engaging in prohibited activities shall be subject to disciplinary action, pursuant to applicable rules, regulations and employment contracts, which may result in suspension or termination.

Resources: The College recognizes drug dependency and/or drug use to be an illness and a major health, safety, and security concern. There are resources available to employees through the Washington State Employee Assistance Program (visit <http://hr.wa.gov/EAP/Pages/default.aspx> or phone 1-877-313-4455). Other resources available to employees and students dealing with such problems can be found at <http://lowercolumbia.edu/students/campus-life/safety-and-security/community-links/>.

Drug Free Workplace Policy, Section 240:

<http://lcc.ctc.edu/info/policies/admin/pdfs//ADMINISTRATIVE%20POLICIES%20Section%20200.pdf>)