

## Penalties for Workplace Drug Use Warning

State and Federal penalties apply to anyone convicted of the manufacture, distribution, dispensation, possession or use of controlled substances.

Misdemeanor convictions for workplace drug use can result in a fine and incarceration of up to a year in a County jail. Relatively few drug-related infractions may be considered misdemeanor offenses; however, most drug use convictions are defined as felony acts.

Felony convictions for workplace drug use can result in a substantial fine and a lengthy jail sentence in state prison. Convictions for manufacture, possession for sale or use of substances such as the following examples are felony offenses: Amphetamines (whites, uppers), Barbiturates, Codeine, Cocaine/Crack, Heroin, L.S.D., Methamphetamine (Crank, Crystal): Marijuana, P.C.P. and Quaaludes.

The college is required by Federal Law to take disciplinary action up to and including suspension or termination of employment for Faculty or Staff convicted of a workplace drug offense.

The bottom line? The price for drug use is high... let's keep West Hills Community College a Drug Free Workplace.

For more information, Please refer to Board Policy # 810.

## Where to get Help

Help is available for West Hills Community College employees to deal with drug problems!

West Hills Community College Faculty and Staff may contact Employee Assistance Program at 1-800-979-7291 for confidential consultation regarding drug abuse or other personal problems. A careful assessment of the situation will be made and alternatives will be offered which are both appropriate and affordable.

Community agencies are also available to address drug and alcohol problems. Most of the various local drug treatment programs offer no-cost assessment. They can be located in the Yellow Pages of the phone book under "Drug Abuse & Addiction Information & Treatment Center" for those who prefer to seek help on their own.

The Alcoholism & Drug Abuse Council (248-1548) is one example of general agencies, which offer assessment/referral services for drug/alcohol problems.



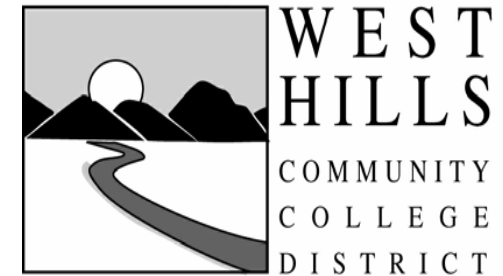
***Alcohol robs one's power of concentration and ability to think clearly.***

## ALCOHOL & DRUG FREE WORKPLACE

### Workplace Drug Use Dangers

### Penalties for Workplace Drug Use

### Where to get Help



**Board Policy # 810 is available for review  
in the Human Resources Office.**

**9900 Cody Street**

**Coalinga CA 93210**

**(559) 934-2000 ex.2155**

**1-800-266-1114**