

**DRUGS AND ALCOHOL ON CAMPUS /SCHOOL POLICY**

ARTICLE NUMBER: 213

LAST APPROVED: June 2, 2008, April 1, 2013, May 2, 2016, December 4, 2017, March 7, 2022

REFERENCE: ORS 475.005 or Schedules I through V under the Federal Controlled Substances Act, 21 USC 811 and 812) ORS 475 and ORS 167.203 to 167.252

Alcohol, Marijuana, and Controlled Substances: 213.1

## A. Employees

Tillamook Bay Community College is an alcohol and drug free workplace and campus. On occasion alcohol may be permitted, only when approved by the College President, in accordance with Administrative Rules that govern alcohol service. The unlawful manufacture, distribution, dispensing, possession or use of alcoholic liquor, intoxicants, marijuana or controlled substances not medically prescribed, or being under the influence of these 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 and is cause for suspension and/or dismissal. 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.

All employees are required to abide by this alcohol and drug-free workplace policy. In addition, they shall notify the Director of Facilities, Safety within five (5) days of their conviction for a violation of substance abuse laws involving the workplace, or if they became aware that another employee has been convicted of such a violation.

Employees may seek referral assistance from the Director of Facilities, Safety and Human Resources in connection with alcohol or drug-related problems. Reasonable efforts shall be made to handle such requests confidentially. Requests for assistance are encouraged and will not themselves be considered as ground for dismissal. Such requests shall not, however, excuse violations prohibited by this policy.

The consumption of alcoholic beverages by an employee at a social function held in relation to an employee's work for the College does not, by itself, constitute a violation of this Policy, provided the employee remains in compliance with all state or local laws and other provisions of this Policy.

## B. Student Violations:

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Possession, consumption, being under the influence, or furnishing of alcoholic beverages (as identified by federal or state law) on College-owned or controlled property or at College or student organization supervised functions is prohibited, except as allowed by rules and procedures of the Tillamook Bay Community College Board of Education.

Possession, consumption, being under the influence, or furnishing of marijuana, narcotics or dangerous drug, as defined by ORS 475 and ORS 167.203 to 167.252, except when use or possession is lawfully prescribed by an authorized medical doctor, dentist, or licensed healthcare provider.

**C. Potential Student Penalties May Include:**

- a. Expulsion from Tillamook Bay Community College (i.e., permanent removal of the privilege to attend Tillamook Bay Community College)
- b. Suspension from Tillamook Bay Community College for a definite period of time and/or pending the satisfaction of conditions for readmission, (i.e., suspension of the privilege to attend Tillamook Bay Community College)
- c. Removal from class(es) for which the student is currently registered
- d. Restitution for damages
- e. A specified period of college and/or community service
- f. Disciplinary probation with or without the loss of privileges for a definite period of time. The violation of the terms of the disciplinary probation or the breaking of any College rule during the probation period may be grounds for suspension or expulsion from the College
- g. Disciplinary admonition and warning
- h. Any other sanction the College deems educationally appropriate.

Other service of alcohol may be permitted at the College when the person or group serving it first provides a certificate of liquor liability insurance that covers the event in question, and names the College as an additional named insured with an aggregate liability limit of \$1 million.