

DRUG AND ALCOHOL PREVENTION PROGRAM (DAAPP)Information and Reference for COM Employees

STANDARDS OF CONDUCT

The District prohibits the unlawful possession, use, sale, or distribution of illicit drugs and alcohol by students and employees on the District's property or as part of any of the District's activities, including but not limited to field trips, activities or workshops.

Information regarding Drugs and Alcohol from College of Marin's annual security report:

Prohibition of Drugs and Alcohol

State and federal law prohibit the unlawful manufacture, distribution, dispensing, possession, or use of alcohol or any controlled substance on District property, during District-sponsored field trips, activities or workshops, and in any facility or vehicle operated by the District.

Violation of this prohibition will result in appropriate action up to and including termination of employment, expulsion, and referral for prosecution, or, as permitted by law, may require satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program.

As a condition of employment, employees must notify the District within five calendar days of any conviction for violating a criminal drug statute while in the workplace. The District is required to inform any agencies that require this drug-free policy within ten days after receiving notice of a workplace drug conviction.

Board Policies

[BP 3550 Drug and Alcohol-Free Environment and Drug Prevention Program](http://www.marin.edu/WORD-PPT/BP3550DrugandAlcoholFreeEnvironmentandDrugPreventionProgramAdopted12-14-10.pdf)

([http://www.marin.edu/WORD-](http://www.marin.edu/WORD-PPT/BP3550DrugandAlcoholFreeEnvironmentandDrugPreventionProgramAdopted12-14-10.pdf)

[PPT/BP3550DrugandAlcoholFreeEnvironmentandDrugPreventionProgramAdopted12-14-10.pdf](http://www.marin.edu/WORD-PPT/BP3550DrugandAlcoholFreeEnvironmentandDrugPreventionProgramAdopted12-14-10.pdf)).

[BP 3560 Alcoholic Beverages](http://www.marin.edu/WORD-PPT/BP3560AlcoholicBeveragesRevised4-17-12.pdf) (<http://www.marin.edu/WORD-PPT/BP3560AlcoholicBeveragesRevised4-17-12.pdf>).

[BP 3570 Smoke-Free Learning and Working Environment](http://www.marin.edu/WORD-PPT/BP3570Smoke-FreeLearningWorkingEnvironmentRevised7-19-11.pdf) (<http://www.marin.edu/WORD-PPT/BP3570Smoke-FreeLearningWorkingEnvironmentRevised7-19-11.pdf>).

[BP 7360 Discipline and Dismissal, Academic Employees](http://www.marin.edu/WORD-PPT/BP7360DisciplineandDismissal--AcademicEmployees_Adopted12-11-12.pdf) (http://www.marin.edu/WORD-PPT/BP7360DisciplineandDismissal--AcademicEmployees_Adopted12-11-12.pdf).

[BP 7365 Discipline and Dismissal-Classified Employees](http://www.marin.edu/WORD-PPT/BP7365DisciplineandDismissal--ClassifiedEmployeesAdopted1-17-12.pdf) (<http://www.marin.edu/WORD-PPT/BP7365DisciplineandDismissal--ClassifiedEmployeesAdopted1-17-12.pdf>).

COUNSELING AND TREATMENT

Employees will be referred to programs and services by the Human Resources Department.

Drug or alcohol counseling, treatment, or rehabilitation or re-entry programs or referrals are available to employees or students. The district provides confidential referrals through an ANTHEM Blue Cross Employee Assistance Program (EAP) for employees and their families not for alcohol abuse. Please contact Nekoda Harris, Director of Human Resources at (415) 485-9340 or call ANTHEM at 1-800-999-7222 or visit anthemeap.com (<http://anthemeap.com/>).

Other Help Resources

If you are in need, employees are encouraged to utilize the Employees' Assistance Program (EAP) when necessary. Information pertaining to the EAP is available in Human Resources.

College of Marin Human Resources: 415 485-9340

For additional screening and assessment for Alcohol, Tobacco and other drug problems in Marin, please contact:

Recovery Connection Center (415) 755-2345

Service Providers

The following are service providers associated with Marin Health and Human Services:

Adult Residential Detoxification Services Buckelew Programs **(<https://www.marinhhs.org/adult-residential-detoxification-services>)**

Public funding and dependent on fundraising

The Vine Recovery Center

301 Smith Ranch Rd, SR, CA 94903

(415) 492-0818

The Vine Recovery Center gives people with drug or alcohol problems--including those that have a mental illness--a chance to begin their recovery, they can also find support, acceptance, and hope through individualized programs including counseling, education about alcohol and drug addiction, 12-step meetings, medical services, wellness, and life care tools, relapse prevention and community mentors. This is a licensed 26-bed co-ed residential detoxification program.

Adult Residential Treatment

Center Point (<http://www.cpinc.org/>).

603 D Street, San Rafael, CA 94901

(415) 456-6655

Residential programs include an intensive, psycho-educational approach as well as therapeutic services such as cognitive, behavioral and psychosocial skills training. Sliding fee scale and no one will be denied service for their inability to pay.

Adult Outpatient Treatment Services

Center Point (<http://www.cpinc.org/>).

603 D Street, San Rafael, CA 94901

(415) 456-6655

Center Point offers a full spectrum of residential and outpatient services including mental health treatment services, case management, individual and group therapy, specialized services for critical populations including women and veterans, family advocacy and reunification, parolee services, workforce development, and housing resources and referrals. Sliding fee scale, private pay and accepts insurance.

Marin Outpatient and Recovery Services (<http://marinoutpatient.com/>).

A Street, San Rafael, CA 94901

(415) 485-6736

The primary focus is substance abuse treatment; residential long-term treatment (more than 30 days) and is CA State Certified Alcohol & Substance Abuse Outpatient Treatment Program. Sliding fee scale, self-payment, and private insurance.

Adult Medication-Assisted Outpatient Detoxification and Methadone Maintenance

Marin Treatment Center (<http://www.marintreatmentcenter.org/drug-free-programs>)(415) 457-3755
Marin Treatment Center is the only Medi-cal covered Intensive Outpatient Program in the county providing Medication Assisted Treatment (Suboxone, Naltrexone or Antabuse) if indicated.

It is an Intensive Outpatient Program (IOP) offers treatment for adults who are suited to a more flexible type of care than an inpatient setting. IOP is an integrated program designed to meet the treatment needs of the whole person.

HEALTH RISKS

Educate Yourself About Alcohol

Alcohol is a central nervous system depressant. In alcoholic beverages, ethyl alcohol is the main ingredient. It is fermented from sugar or other carbohydrates found in grapes, other fruits, vegetables, and grains. A single standard drink consists of one 12 ounce bottle of beer, one 4-5 ounce glass of wine, 1.5 ounces of 80 proof hard liquor. [Click here to learn more](http://www.marin.edu/student_services/health-services/educate-alcohol.pdf) (http://www.marin.edu/student_services/health-services/educate-alcohol.pdf).

Educate Yourself About Drugs

Aside from the health risks of alcohol, drugs (legal or illegal) carry their own risks. Here are a few realities to consider

- Since everyone's brain and body chemistry are different and tolerance for drugs is different, you cannot predict the effect that a drug can have on you—especially if it's the first time you try it, and even if it's a small amount or dose.
- Using drugs can lead to abuse, addiction, serious health problems, and even death.
- Drugs that are legal—prescription and over-the-counter (OTC) medications—can be just as dangerous as illegal drugs.

[Click here to learn more](http://www.marin.edu/student_services/health-services/educate-drugs.pdf) (http://www.marin.edu/student_services/health-services/educate-drugs.pdf).

Mixing Drugs and Alcohol

Mixing drugs and alcohol together is not smart. Caution! Alcohol and other drugs (legal or illegal) do not mix. The combinations can have unpredictable and unwanted consequences. [Click here to learn more](http://www.marin.edu/student_services/health-services/mixing.pdf) (http://www.marin.edu/student_services/health-services/mixing.pdf).

ABUSE PREVENTION

The District is committed to providing its employees and students with a drug and alcohol-free workplace and campus environment. It emphasizes prevention and intervention through education.

- Employees will be referred to programs and services by the Human Resources Department.

Drug or alcohol counseling, treatment, or rehabilitation or re-entry programs or referrals are available to employees. The district provides confidential referrals through an ANTHEM Blue Cross Employee Assistance Program (EAP) for employees and their families needing assistance with drug or alcohol abuse. Please contact Nekoda Harris, Director of Human Resources for more information at 1 (415) 485-9340 or call ANTHEM at 1-800-999-7222 or visit [anthemEAP.com](http://anthemeap.com/) (<http://anthemeap.com/>).

COLLEGE ENFORCEMENT

Prohibition of Drugs and Alcohol

State and federal law prohibit the unlawful manufacture, distribution, dispensing, possession, or use of alcohol or any controlled substance on District property, during District-sponsored field trips, activities or workshops, and in any facility or vehicle operated by the District.

Violation of this prohibition will result in appropriate action up to and including termination of employment, expulsion, and referral for prosecution, or, as permitted by law, may require satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program.

As a condition of employment, employees must notify the District within five (5) calendar days of any conviction for violating a criminal drug statute while in the workplace.

The District is required to inform any agencies that require this drug-free policy within ten days after receiving notice of a workplace drug conviction. Sanctions addressing this policy are also referenced in collective bargaining agreements for represented employees.

Board Policies

[BP 3550 Drug and Alcohol-Free Environment and Drug Prevention Program](http://www.marin.edu/WORD-PPT/BP3550DrugandAlcoholFreeEnvironmentandDrugPreventionProgramAdopted12-14-10.pdf)

([http://www.marin.edu/WORD-](http://www.marin.edu/WORD-PPT/BP3550DrugandAlcoholFreeEnvironmentandDrugPreventionProgramAdopted12-14-10.pdf)

[PPT/BP3550DrugandAlcoholFreeEnvironmentandDrugPreventionProgramAdopted12-14-10.pdf](http://www.marin.edu/WORD-PPT/BP3550DrugandAlcoholFreeEnvironmentandDrugPreventionProgramAdopted12-14-10.pdf)).

[BP 3560 Alcoholic Beverages](http://www.marin.edu/WORD-PPT/BP3560AlcoholicBeveragesRevised4-17-12.pdf) (<http://www.marin.edu/WORD-PPT/BP3560AlcoholicBeveragesRevised4-17-12.pdf>).

[BP 3570 Smoke-Free Learning and Working Environment](http://www.marin.edu/WORD-PPT/BP3570Smoke-FreeLearningWorkingEnvironmentRevised7-19-11.pdf) (<http://www.marin.edu/WORD-PPT/BP3570Smoke-FreeLearningWorkingEnvironmentRevised7-19-11.pdf>).

[BP 7360 Discipline and Dismissal, Academic Employees](http://www.marin.edu/WORD-PPT/BP7360DisciplineandDismissal--AcademicEmployees_Adopted12-11-12.pdf) (http://www.marin.edu/WORD-PPT/BP7360DisciplineandDismissal--AcademicEmployees_Adopted12-11-12.pdf).

[BP 7365 Discipline and Dismissal-Classified Employees](http://www.marin.edu/WORD-PPT/BP7365DisciplineandDismissal--ClassifiedEmployeesAdopted1-17-12.pdf) (<http://www.marin.edu/WORD-PPT/BP7365DisciplineandDismissal--ClassifiedEmployeesAdopted1-17-12.pdf>).

LEGAL SANCTIONS

State and federal law prohibit the unlawful manufacture, distribution, dispensing, possession, or use of alcohol or any controlled substance on District property, during District-sponsored field trips, activities or workshops, and in any facility or vehicle operated by the District.

Legal sanctions could include one or more of the following, though this list is not exhaustive:

- Fines and/or imprisonment
- Loss of privileges (e.g., driver's license suspension)
- Probation
- Court approved educational/treatment programs
- Community service