

Drug and Alcohol Policy

Policy Statement

In recognition of the harmful effects that the use of drugs and alcohol can have on students and program participants, the Northwest College of Construction (NWCOC) has a responsibility to see that the NWCOC campus is both drug and alcohol free. This responsibility comes in light of recent studies showing that students and program participants who are under the influence of drugs or alcohol are much more likely to cause or be involved in accidents. Therefore, the NWCOC has implemented a Drug and Alcohol Free Campus policy that includes provisions relating to the testing of students and all other program participants.

Provisions

This policy will become effective March 1, 2006, and will apply to all students and individuals receiving services at the NWCOC.

The NWCOC hereby designates the Director of Apprenticeship and the Director of Education, as the administrators of the Drug and Alcohol Policy.

NWCOC will not tolerate the possession, use, transfer, or sale of alcohol, illegal drugs or drug paraphernalia on NWCOC campus property or at a job or training site related to the NWCOC, including the NWCOC parking lot.* Illegal drugs are defined as mood-altering substances which cannot be obtained legally or which are legal, but are obtained illegally. Marijuana is a Schedule I controlled substance; its use is illegal under federal law. Some states permit marijuana for personal use or to treat medical conditions when supported in writing by a licensed medical doctor. These are not acceptable reasons for the presence of marijuana in an apprentice's system under this Policy. It is the Policy of NWCOC that the use of marijuana in any form, is prohibited regardless of the reason for use.

*The only exception to the prohibition of the consumption of alcohol on NWCOC campus property is where alcohol is served at a NWCOC-sponsored function. In that event, students/participants are expected to drink responsibly.

Students/participants are prohibited from attending classes or participating in programs or activities when they are impaired by alcohol or drugs, including prescription drugs which affect judgment, alertness, or motor skills. Students/participants should ask their physicians whether prescription drugs may impair their coordination and, if so, should notify their instructor.

Any individual violating this prohibition will be permanently terminated from association with the NWCOC.

Drug and Alcohol Testing Procedures

All testing for illegal drugs will be conducted by the testing of an individual's urine specimen. Trained professional contractors will conduct all specimen collections. All test results will be provided to the NWCOC through American Diagnostics Corporation. Individuals will be given an opportunity to discuss potential test results with a NWCOC arbitrator prior to testing. The NWCOC will follow up on such information as deemed appropriate.

The student/participant will sign the multi-drug screen form. This signature establishes the beginning of the UA. All drug and alcohol test-related information is confidential.

Individuals whose urine samples test 'Positive' will be suspended immediately from participation in NWCOC activities for at least six (6) months at the end of which time they will be eligible for retest.

Positive UAs are recorded when the sample tests positive for any of the following: alcohol, amphetamines, cocaine, methamphetamines, opiates, and THC (marijuana). The temperature must be between 90-100 degrees to be a valid sample. Positive UAs are also recorded when someone begins the UA process but is unable to provide a valid sample.

Individuals taking a prescription drug that may be the cause of a positive drug test will be asked to provide the name of the medication, the pharmacy where the prescription is filed, and the identity of the prescribing physician. If this information is verified, the Individual's test results will be reported as negative.

Inconclusive results will be confirmed by the Gas Chromatography/Mass Spectrometry (GC/MS) confirmation method. At time of testing, individuals have the right to request, by way of a written statement, to have their Positive samples to be sent a certified laboratory for confirmation testing. It is also the individual's right, by way of a written statement, to waive additional testing of the sample if you do not want the confirmation test performed. Samples that are too small cannot be confirmed at the lab and the individual will be given an opportunity to retest within 60 minutes. Failure to provide a large enough or second sample within the required time will be recorded as a positive test. Individuals who begin the UA process but leave for any reason without providing a negative sample or a large enough sample to test in person or at the lab, will be recorded as 'Positive' regardless of all circumstances.

If, during the collection procedure, the collection monitor detects an effort by the individual to adulterate or substitute a specimen, a second specimen will be requested. If the request for a second specimen is refused, that refusal will be considered as a positive test result by the NWCOC.

In the event that an individual submits a specimen that the laboratory later identifies as a diluted specimen, the NWCOC will advise that individual of the finding and request that the employee submit a second specimen. The individual will be advised not to drink any fluids prior to the second test.

Individuals may not refuse to take a drug/alcohol test when requested to do so. Such a refusal will be considered equivalent to testing positive for illegal drugs or alcohol. Additionally, Individuals who acts in a way such that will obstruct the testing process will be considered as refusing to test.

The NWCOC retains the right to require a student or program participant to be tested for the use of alcohol, illegal drugs, or the use of prescription medication if an individual's physical appearance or pattern of behavior gives NWCOC representatives reason to believe the individual is impaired because of the use of or consumption of substances that would endanger their well-being or the safety of fellow students, program participants, or the general public. The basis of suspicion of drug or alcohol abuse may be specific, contemporaneous, or conduct-evidencing impairment over a period of time.

Individuals may be subject to random drug testing.

Any Individual that tests positive for illegal drugs or alcohol consumption will be ineligible for services provided by the NWCOC. Individuals who have tested positive will eligible for retest at the end of six (6) months. Individuals may request, in writing, to retest after six months.

My signature indicates I have received a copy of this policy.

Name (print): _____ Craft/Trade: _____

Signature: _____ Date: _____

Select Program:

- Laborer
- Heavy Equipment Operator
- Concrete Finisher
- Brick Mason
- Oregon-Columbia Carpenter
- Lane/Douglas County Carpenter
- Central Oregon Sign Hanger