



COLUMBIA GORGE COMMUNITY COLLEGE

Drug and Alcohol Abuse Prevention Program Employee Information 2025-26

Columbia Gorge Community College (CGCC) is committed to maintaining a safe, healthy, and productive work environment. In compliance with the Drug-Free Schools and Communities Act (DFSCA) and the Drug-Free Workplace Act, CGCC prohibits the unlawful manufacture, distribution, dispensing, possession, or use of alcohol, controlled substances, and other drugs by employees on College property, in College vehicles, or as part of any College-sponsored activity.

Workplace Policy and Standards of Conduct

Employees are prohibited from:

- The unlawful possession, use, manufacture, or distribution of alcohol, tobacco, or controlled substances on College premises or while conducting College business.
- Reporting to work under the influence of alcohol or controlled substances.
- Misusing prescription or over-the-counter medications in a manner that impairs job performance or safety.

Disciplinary Sanctions

Employees who violate college policy are subject to disciplinary action up to and including termination of employment, referral for prosecution, and/or mandatory participation in an approved drug or alcohol treatment program. Employees working under federal contracts or grants are further subject to reporting requirements if convicted of a drug-related offense in the workplace. Employees convicted of any criminal drug statute violation occurring in the workplace must notify the employer no later than five days after conviction.

Legal Sanctions

A full list of current legal sanctions is available in the Drug and Alcohol Abuse Prevention Program biennial review at cgcc.edu/daapp. The following are sanctions related to commonly misused drugs.

State of Oregon Sanctions

- **Alcohol:** Persons under 21 may not purchase or possess alcohol (ORS 471.430). Driving Under the Influence of Intoxicants (DUII) applies to all drivers with a blood alcohol content of 0.08% or higher, or any detectable alcohol if under 21 (ORS 813.010).
- **Marijuana:** Although legal under Oregon law for adults over 21 in certain contexts, marijuana use, possession, or distribution on College property is prohibited. Violations of lawful possession limits or distribution laws may result in penalties ranging from violations to felonies (ORS 475C).
- **Controlled Substances:** Oregon penalties depend on the schedule of the drug.
 - Schedule I (e.g., heroin, LSD, psilocybin*, ecstasy): Manufacture/distribution is generally a Class B felony; unlawful possession can be a Class A felony.
 - Schedule II (e.g., cocaine, methamphetamine, PCP): Manufacture/distribution is a Class B felony; unlawful possession is a Class C felony.
 - Schedule III–V substances (e.g., anabolic steroids, codeine, Valium, Xanax): Penalties range from misdemeanors to felonies, depending on quantity and intent.

*Oregon law allows use of psilocybin in certain settings, under the guidance of a doctor or other licensed professional, but CGCC policy does not allow employees to manufacture, possess, distribute, or use psilocybin on campus or other college-owned property, at college-sponsored events, or while operating college-owned equipment or vehicles.

Federal Sanctions

Under the federal Controlled Substances Act:

- Possession of a controlled substance (21 U.S.C. § 844) carries penalties of up to one year in prison and a fine of at least \$1,000 for a first offense. Penalties increase for subsequent offenses.
- Manufacture, distribution, or trafficking (21 U.S.C. § 841) carries severe penalties, ranging from 10 years to life imprisonment depending on substance, quantity, and prior convictions.
- Marijuana remains a Schedule I controlled substance under federal law, regardless of Oregon law.

Health Risks

A full list of currently known health risks and other drug information is available in the Drug and Alcohol Abuse Prevention Program biennial review at cgcc.edu/daapp. The following is a short list of commonly abused substances and their major health effects.

Substance misuse can cause serious health effects, including:

- Alcohol: liver damage, cardiovascular disease, neurological impairment, fetal alcohol syndrome.
- Stimulants (e.g., methamphetamine, cocaine): high blood pressure, heart attack, paranoia, psychosis.
- Depressants (e.g., benzodiazepines, barbiturates): dependence, overdose risk, impaired judgment.
- Opioids (e.g., heroin, fentanyl, oxycodone): high risk of overdose, respiratory depression, physical dependence.
- Hallucinogens (e.g., LSD, psilocybin): altered perception, psychosis, flashbacks.

Employee Assistance Resources

Employees are encouraged to seek help for substance-related concerns. CGCC provides the following confidential support:

- **Employee Assistance Program (EAP):** Administered by Canopy through OEBC, the EAP offers confidential counseling, coaching, and support services, including assistance with substance misuse. Services are available to all employees, regardless of insurance status.
- **Human Resources:** Assistance with referrals and benefits coordination.
- **UWill:** In addition to the Employee Assistance Program, employees also have access to UWill, a telehealth service that provides 24/7 mental health counseling, crisis response, and wellness support at no cost. While UWill does not specialize in substance use treatment, it offers important resources that can address underlying stressors and mental health concerns that often contribute to substance misuse.

Notification and Acknowledgement

- Each year, employees receive the required annual DAAPP notification via CGCC email on or before October 1. An additional notice is sent at the start

of each term to the campus community.

- New employees receive the DAAPP materials as part of the onboarding process through Paylocity, which collects a time- and date-stamped acknowledgement of receipt.

Biennial Review

CGCC conducts a biennial review of its DAAPP to:

1. Measure program effectiveness and recommend improvements.
2. Ensure that disciplinary sanctions are enforced consistently.
The most recent review and supporting information are available at:
cgcc.edu/daapp

Policies & References

Full institutional policies regarding drugs and alcohol, including standards of conduct and sanctions, are available at cgcc.edu/policies. Employees are expected to review and comply with these policies as a condition of employment.

An employee handbook will be given to each new employee, including information on drug and alcohol policies. Copies of relevant policies and the employee handbook are available from Human Resources.