

# Sierra College

## ADMINISTRATIVE PROCEDURE

AP 7327

### Drug and Alcohol Testing

Date Adopted: 4/26/1994

Date Revised: 4/5/2019

Date Reviewed: 4/5/2019

References: Omnibus Transportation Employee Testing Act of 1991

All employees of the District who perform safety-related or safety-sensitive functions which require a valid Class A or Class B Driver's License (commercial) are required to submit to a pre-employment test, post-accident test, random test, reasonable suspicion test, return to duty test, and/or a follow-up test for alcohol and/or controlled substance abuse.

Refusal to submit to required testing is considered insubordination and will result in termination of employment.

Employees who fail the tests will be referred to substance abuse professionals. The employee will be responsible for the cost of rehabilitation and subsequent follow-up.

Employees who satisfactorily complete rehabilitation will be returned to their position, if it still exists.

Employees who fail the test after having completed a rehabilitation program shall be terminated from employment.

See Board Policy 7327.