



Drug and Alcohol Abuse Prevention Program (DAAPP)

2022-2023 & 2023-2024

**Drug-Free Schools and Communities Act of 1989
(Public Law 101-226, 20 U.S.C. § 1011i) and 34 C.F.R.
Part 86 (EDGAR Part 86 Implementing Regulations)**

DESCRIPTION OF ALLAN HANCOCK JOINT COMMUNITY COLLEGE DISTRICT

Allan Hancock Joint Community College District is a non-residential California community college district. Allan Hancock College (AHC) has three locations in Santa Maria, Lompoc, and Santa Ynez. AHC serves approximately 10,000 credit students each semester. Instructional offerings include credit, noncredit, community education, and contract education courses.

ABOUT THE DRUG-FREE SCHOOLS AND COMMUNITIES ACT AND PREPARATION OF THE DAAPP

The Drug-Free Schools and Communities Act (DFSCA) and its Part 86 implementing regulations pose ongoing, annual, and biennial requirements for AHC to comply as a condition of receiving federal funds. The purpose of the DFSCA is to prevent the unlawful possession, use and distribution of illicit drugs and alcohol by students and employees on institutional property, or as part of any of its activities.

AHC is committed to providing a safe and welcoming environment conducive to learning, teaching, and working for students and employees. Part of that commitment means understanding and taking seriously our obligations to inform the campus community of available resources as well as the disciplinary, health, and legal consequences of use and abuse of alcohol and illegal drugs. Accordingly, the college DFSCA/Part 86 Compliance Official is designated with the responsibility for establishing and maintaining procedures consistent with facilitating institutional compliance with the following requirements:

- Maintaining a comprehensive Drug and Alcohol Abuse Prevention Program¹ (DAAPP) document on behalf of the college that contains all required components.
- Annually distributing the DAAPP document to all students (excluding those enrolled in continuing education courses) and employees, and actively distributing to students and employees that join the college after the initial annual distribution.
- Completing a biennial review process of the DAAPP to determine its effectiveness and ensure that disciplinary sanctions imposed by the college are consistently enforced.

Please note that the college maintains this DAAPP separately from the college policy on Alcohol and Other Drugs.

¹ [34 CFR 86.100\(a\)](#)

College locations classified as a separate² campus for Clery purposes are also required to comply independently with the DFSCA and Part 86 regulations. As it is permissible under the Clery Act³, the college maintains this single DAAPP on behalf of all AHC campus locations:

- Santa Maria Campus (Santa Maria, CA)
- Lompoc Valley Campus (Lompoc, CA)
- Santa Ynez Campus (Santa Ynez, CA)

AHC's Biennial Review Report for all campus locations, which is in development at the time of this distribution, can be located at the following web address once finalized:

<https://www.hancockcollege.edu/bit/index.php>

An electronic or paper copy of the most recent Annual Security Report for all campus locations can be requested by contacting the campus police or visiting the website listed below:

Allan Hancock College Campus Police
Clery Compliance
800 South College, Santa Maria, Ca. 93454
(805) 347-7557
ahc.pd@hancockcollege.edu
[Campus Police – Clery Act](#)

STATEMENT OF ALCOHOL AND OTHER DRUG (AOD) PROGRAM GOALS

Allan Hancock Joint Community College District strives to maintain the campus free from the illegal use, possession, or distribution of controlled substances which is reflected in the following governing board policies (BP) and administrative procedures (AP):

- [BP/AP 3550 Drug-Free Environment and Drug Prevention Program](#)
- [BP/AP 3560 Alcoholic Beverages](#)
- [BP/AP 3570 Smoking on Campus](#)
- [BP/AP 5500 Standards of Student Conduct](#)
- [BP/AP 6950 Drug and Alcohol Testing \(U.S. Department of Transportation\)](#)
- [BP 7348 Sex and Narcotics Offenses](#)

² Separate Campus as defined in <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/General-Counsel/Guidelines-Policies-and-Forms/Clery-Act-Policy>

³ [34 CFR 668.46\(b\)\(10\)](#)

- G. [BP/AP 7365 Dismissal, Suspension or Demotion](https://www.hancockcollege.edu/board/policies/doclib/Sex%20and%20Narcotic%20Offenses%207348.pdf)
<https://www.hancockcollege.edu/board/policies/doclib/Sex and Narcotic Offenses 7348.pdf>

STANDARDS OF CONDUCT

Allan Hancock College Standards of Conduct

All AHC students, faculty, staff, and visitors are subject to AHC policies, as well as local, state, and federal laws regarding the unlawful possession, manufacturing, distribution, sale, or use of alcohol and illegal drugs. As a Title IV participating institution, the college does not recognize medical marijuana authorization cards because marijuana is classified as an illegal substance under federal law.

The unlawful manufacturing, distribution, possession, sale or use of illicit drugs and alcohol on college property or as any part of its activities is prohibited. Individuals in violation may be subject to arrest or citation. The AHC Campus Police Department (AHCPD) enforces laws pertaining to alcohol and drugs at most AHC owned, controlled, and officially recognized locations. External law enforcement agencies also enforce laws pertaining to alcohol and drugs at activities and locations that may or may not be owned, controlled, and officially recognized by the college. Students, faculty, and staff in violation of alcohol and drug laws may also be referred to the offices of the Vice President, Student Services or Human Resources for administrative discipline.

College Alcohol and Drug Policy

The college policy on alcohol and drug is [BP/AP 3550 Drug-Free Environment and Drug Prevention Program](#).

College Special Events Policy and Procedures for Alcohol

The Superintendent/President is authorized to enact procedures as appropriate and permitted by law regarding serving alcoholic beverages on campus or at fund-raising events held to benefit non-profit corporations. Alcoholic beverages shall not be served on campus except in accordance with these procedures. The policy [BP/AP 3560 Alcoholic Beverages](#) promotes alcohol free events and activities.

APPLICABLE LEGAL PENALTIES, ADMINISTRATIVE DISCIPLINE AND SANCTIONS

Summary of Drug Schedules

Controlled substances are classified into one of five numerical designation schedules in accordance with standards and procedures⁴ under the federal Controlled Substances Act. The following provides a brief overview of the schedules⁵ of controlled substances.

Schedule I

- The drug or other substance has a high potential for abuse.
- The drug or other substance has no currently accepted medical use in treatment in the United States.
- There is a lack of accepted safety for use of the drug or other substance under medical supervision.

Schedule II

- The drug or other substance has a high potential for abuse.
- The drug or other substance has a currently accepted medical use in treatment in the United States or a currently accepted medical use with severe restrictions.
- Abuse of the drug or other substance may lead to severe psychological or physical dependence.

Schedule III

- The drug or other substance has less potential for abuse than the drugs or other substances in Schedules I and II.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to moderate or low physical dependence or high psychological dependence.

Schedule IV

- The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule III.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule III.

Schedule V

⁴ [21 U.S.C. 811](#)

⁵ [21 U.S.C. 812](#)

- The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule IV.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substances may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule IV.

Federal Penalties

The following tables are not representative of all possible penalties in all circumstances. Tables of federal trafficking penalties are derived from the 2020 Edition of the Drug Enforcement Administration Drugs of Abuse Resource Guide⁶.

Federal Penalties for Possession and Other Controlled Substance Related Violations

Offense	Penalties (Fine / Imprisonment)
Simple Possession ⁷	First Offense: At least \$1000 / 1 year maximum Second Offense: At least \$2500 / Between 15 days and 2 years Third Offense: At least \$5000 / Between 90 days and 3 years
Use of Controlled Substance to Commit Crime of Violence ⁸	\$250,000 / 20 years maximum
Endangering Human Life While Illegally Manufacturing a Controlled Substance ⁹	\$250,000 / 10 years maximum
Attempt and Conspiracy ¹⁰	Same as penalties prescribed for the underlying offense
Robberies and Burglaries Involving Controlled Substances ¹¹	Robberies Involving Controlled Substances: Up to \$250,000 / Up to any number of years or life.
	Burglaries Involving Controlled Substances: Up to \$250,000 / Up to any number of years or life.
	Conspiracy to Commit Robbery or Burglary Involving Controlled Substances: Up to \$250,000 / Up to 10 years

⁶ See p.36-37 of the [2020 Edition of the Drug Enforcement Administration Drugs of Abuse Resource Guide](#)

⁷ [21 U.S.C. 844](#)

⁸ Crime of Violence as defined by [18 U.S.C 16](#)

⁹ [21 U.S.C. 858](#)

¹⁰ [21 U.S.C. 846](#) and [21 U.S.C. 963](#)

¹¹ [18 U.S.C. 2118](#)

Federal Trafficking Penalties - Other Drugs

Substance / Quantity	Schedule	Penalty
Cocaine / 500 - 4999 grams mixture	II	<p>First Offense: Not less than 5 yrs., and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>
Cocaine Base / 28 - 279 grams mixture	II	
Fentanyl / 40 - 399 grams mixture	II	
Fentanyl Analogue / 10 - 99 grams mixture	I	
Heroin / 100 - 999 grams mixture	I	
LSD / 1 - 9 grams mixture	I	
Methamphetamine / 5 - 49 grams pure or 50 - 499 grams mixture	II	
PCP / 10 - 99 grams pure or 100 - 999 grams mixture	II	

Substance / Quantity	Schedule	Penalty
Cocaine / 5 kilograms or more mixture	II	<p>First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs., and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
Cocaine Base / 280 grams or more mixture	II	
Fentanyl / 400 grams or more mixture	II	
Fentanyl Analogue / 100 grams or more mixture	I	
Heroin / 1 kilogram or more mixture	I	
LSD / 10 grams or more mixture	I	

Methamphetamine / 50 grams or purer or 500 grams or more mixture	II	
PCP / 100 grams or purer or 1 kilogram or more mixture	II	

Substance / Quantity	Penalty
Other Schedule I & II Drugs / Any Amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid / Any Amount	
Flunitrazepam (Schedule IV) / 1 gram	
Other Schedule III Drugs / Any Amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All Other Schedule IV Drugs / Any Amount	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Flunitrazepam (Schedule IV) / Other than 1 gram or more	
All Schedule V Drugs / Any Amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine

	not more than \$200,000 if an individual, \$500,000 if not an individual.
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Federal Trafficking Penalties - Marijuana

Substance	Schedule	Quantity	First Offense Penalty	Second Offense Penalty ¹²
Marijuana	I	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine, not more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana	I	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine, not more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana	I	More than 10 kg hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.

¹² The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

Marijuana	I	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants	Not less than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not less than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
		Regardless of weight) marijuana plants; 1 to 49 marijuana plants;		
Hashish	I	10 kg or less		
Hashish Oil	I	1 kg or less		

State Penalties

The State of California maintains more than 200 laws regarding unlawful possession, manufacturing, distribution, sale and use of drugs and alcohol for individuals and businesses. These laws are organized into code types that include but are not limited to the following:

- Business and Professions Code
- Harbors and Navigation Code
- Health and Safety Code
- Penal Code
- Public Utilities Code
- Vehicle Code
- Welfare and Institutions Code

A document summarizing the penalties for violations of these laws can be accessed at [Hyperlink pdf](#) and is derived from information provided by the California Department of Justice¹³. The full text of these state laws and their associated penalties can be found in the code search section of the [California Legislative Information website](#).

The sale and service of alcoholic beverages must be conducted in accordance with all local and state laws, including but not limited to the California Alcoholic Beverage Control Act and any regulations under the auspices of the California Department of Alcoholic Beverage Control. Additional information about penalties that may be imposed on entities in violation

¹³ <https://oag.ca.gov/law/code-tables>

of state drug and alcohol laws can be found at the [CA Department of Alcoholic Beverage Control website](#).

Local Ordinances

Cities and counties in California can establish ordinances and pose penalties pertaining to possession, manufacturing, distribution, sale and use of drugs and alcohol.

- Applicable ordinances and penalties posed for the [City of Santa Maria](#).
- Applicable ordinances and penalties for the County of Santa Barbara can be found at the following website:
 - [Consumption of Alcoholic Beverages](#)
 - [Drug Paraphernalia](#)
- Applicable ordinances and penalties posed for the [County of San Luis Obispo](#).

CAMPUS AND LOCAL RESOURCES

Education and support for those who have questions or problems related to alcohol or drug abuse are available and strongly encouraged. Academic, personal, and professional success is Allan Hancock College's goal for all its students, faculty, and staff. This goal cannot be achieved if drugs or alcohol can hinder each person's natural abilities.

Drug and alcohol abuse counseling is available at the Allan Hancock College Student Health Services and the community resources listed below. Counseling services can be scheduled in person at the Student Health Services or by phone:

805-922-6966 ext. 3212 (Santa Maria Campus Room W-12)

805-735-3366 ext. 5207 (Lompoc Valley Campus Room 1-109)

Community Resources:

[Alcoholics Anonymous](#)

[Santa Barbara AA Central Office](#)

North Santa Barbara County: 805-925-3782

24-hour phone line: 805-962-3332

Toll-Free: 855-541-3288

[Narcotics Anonymous](#)

[Central Coast Narcotics Anonymous](#)

24 Hour Toll Free: (800)549-7730

[Santa Barbara County Drug and Alcohol Services](#)

County Behavioral Wellness: 805-681-5220

Lompoc Center: North D Street: 805-737-3969

Santa Maria 52nd District: 302 S. Miller #208: 805-925-3782

POLICY DEVELOPMENT AND ENFORCEMENT:

The following district's policies and procedures support a drug free environment.

A. Students

Students are made aware of the district's policies and procedures in the Allan Hancock Joint Community College District Catalog. These publications are available online. Current-enrolled students will be subject to student disciplinary actions in accordance with [BP/AP 5500 Standards of Student Conduct](#).

Students are aware that “Unlawful possession, use, sale, offer to sell, or furnishing, or being under the influence of any controlled substance listed in Health and Safety Code Sections 11053 et seq., an alcoholic beverage, or an intoxicant of any kind; or unlawful possession of, or offering, arranging or negotiating the sale of any drug paraphernalia, as defined in Health and Safety Code Section 11014.5.” is a violation of student conduct.

[BP/AP 3560 Alcoholic Beverages](#) authorizes the superintendent/president to enact procedures as appropriate and permitted by law serving alcoholic beverages on campus or at fund-raising events held to benefit non-profit corporations. Alcoholic beverages shall not be served on campus except in accordance with these procedures.

B. Employees

All district employees are provided appropriate board and administrative policies when they are hired by the district, including hard copies of the following in each new employee orientation packet:

[BP/AP 3550 Drug-Free Environment and Drug Prevention Program](#)

[BP/AP 3570 Smoking on Campus](#)

[BP/AP 6950 Drug and Alcohol Testing \(U.S. Department of Transportation\)](#)

In addition, board and administrative board policies and procedures can be accessed online through the district's website. Furthermore, the collective bargaining agreement between the Allan Hancock Joint Community College District and the Classified School Employees Association Chapter #251 for classified staff included language for drug and alcohol testing as well as discipline for sex and narcotics offenses.

The district has a practice of supporting Family and Medical Leave and 100 days of half pay for employees who demonstrate an interest in pursuing alcohol and/or drug rehabilitation.

The Employee Assistance Program (EAP) provides confidential counseling services to employees who have concerns about their use of alcohol or other substances. It is available to all benefited employees, family members, domestic partners, or anyone residing in the employee's home without the necessity of notifying the employer for authorization, thus maintaining the employee's privacy.

Per the Anthem Blue Cross EAP employee brochure, features of the program include:

- No cost, no co-pay
- Up to six (6) sessions per problem situation
- Emergencies handled via a 24-hour/day toll-free hotline.
- Clients seen within 48 hours; same day service for crisis situations.

[Administrative Discipline and Sanctions Involving Students](#)

Students and student organizations alleged to have violated college administrative policy or local, state, or federal law pertaining to alcohol and drugs are subject to the college district's administrative discipline procedures and/or referral to the appropriate authorities for legal action. Administrative disciplinary proceedings for students are independent from court or other legal proceedings. Accordingly, administrative discipline may still be instituted against a student that is also charged in civil or criminal courts for alleged violation of laws. The college may proceed before, simultaneously with, or after any judicial or other administrative proceedings, except in cases involving discrimination, harassment, retaliation, sexual misconduct, dating or domestic violence, or stalking. In such cases, the college shall proceed without delay pursuant to [AP 5520 Student Discipline Procedures](#).

Consistent with AP 5520, the college will impose sanctions (consistent with local, state, and federal law) upon students and student organizations found to violate the standards of conduct outlined above and in applicable AHC policies. Sanctions can be imposed on applicants, enrolled students, students between academic terms, graduates awaiting degrees, and students who withdraw from school while a disciplinary matter is pending.

In alignment with the disciplinary procedures established by the Office of Student Services, potential sanctions may include, but are not limited to those described below:

A. Warning

A warning is a verbal or written notice to the student that continuing or repeating the student's misconduct may be cause for more severe disciplinary action. A faculty member or administrator shall issue such a warning. A student has no right to appeal or to a due process hearing (Education Code Section 76031).

B. Removal by Instructor

A faculty member may remove a student from class when the student's conduct interferes with the instructional process on the day the interference occurs and, at the option of the faculty member, for the next class meeting. The faculty member shall immediately report the removal in writing to the Vice President of Student Services Office. Records of the removal

shall be retained in the office of the Vice President, Student Services. A student who has been removed has no right to appeal or to a due process hearing (Education Code Section 76032). The student is responsible for any assignments or academic work missed because of the removal.

C. Official Reprimand

An official reprimand is a record that a student violated the Standards of Student Conduct. The reprimanded student shall be notified in writing that a further violation of the Standards of Student Conduct may result in additional disciplinary action against him/her. The Chief Student Services Officer or designee shall issue the official reprimand. Records of official reprimands shall be retained in the office of the Vice President Student Services Office and in the student's file. A student who has been issued an official reprimand has no right to appeal or to a due process hearing (Education Code Section 76031).

D. Restitution

Monetary restitution may be imposed whenever District property has been damaged or destroyed and/or whenever District funds have been fraudulently received or used for an unauthorized purpose. The Chief Student Services Officer or designee will place a hold on all student records until the monetary restitution is cleared.

E. Hold on Records

The Chief Student Services Officer or designee may place a hold on all student records. Such holds may be removed once the Preliminary Meeting is held (see Section V.B.).

F. Disciplinary Probation

Disciplinary probation may consist of removal from all college clubs and organizations and denial of privileges of participating in all District or student sponsored activities including public performances. Disciplinary probation may be imposed for a period not to exceed one year and can be rendered by an administrator. Notification of disciplinary probation actions shall be immediately reported in writing to the Chief Student Services Officer or designee. A student placed on disciplinary probation may appeal to the Chief Student Services Officer or designee. Records of disciplinary probation actions shall be retained in the office of the Vice President Student Services and in the student's file. A student has no right to appeal or to a due process hearing (Education Code Section 76031).

G. Summary Suspension

Where an immediate suspension is required in order to protect lives or property and to ensure the maintenance of order, the Chief Student Services Officer or designee may summarily suspend a student. A hearing shall be conducted within ten (10) days from the date the student is suspended utilizing the procedures set forth in Section V.B., Preliminary Meeting. At that hearing, if the district determines to reverse the summary suspension, the student will be allowed to make up any coursework missed during the summary suspension. If the District determines to uphold the summary suspension, the district may also decide to

impose additional discipline. Records of the interim suspension shall be retained in the office of the Vice President Student Services Office in the student's file (Education Code Section 66017).

H. Disciplinary Suspension

Disciplinary suspension is a penalty for repeated, continued, or serious violations of the Standards of Student Conduct. A student may be suspended from one or more classes for a period of up to ten (10) days of instruction; from one or more classes for the remainder of the term; or from all classes and activities of the district for one or more terms. A suspended student may also be prohibited from occupying any portion of the campus and be denied participation in any or all college activities. Disciplinary suspensions shall be initiated by the Chief Student Services Officer or designee and are subject to the Due Process Hearing and Appeal Procedures set forth in Section V.B. Records of disciplinary suspensions shall be retained in the office of the Vice President Student Services Office in the student's file (Education Code Sections 66017, 76030, and 76031).

I. Expulsion

Expulsion is the permanent and unconditional removal of a student from the district. A student may be expelled only by the Board of Trustees upon recommendation of the Superintendent/President. The expulsion of a student is initiated by the Chief Student Services Officer and is determined according to the Due Process Hearing and Appeal Procedures set forth in Sections V and VI (Education Code Section 76030).

Note that more than one sanction may be imposed for a single violation. Disciplinary procedures may also be initiated by the National Collegiate Athletic Association (NCAA) and/or other institutions of higher education where AHC students have additional enrollment/affiliation.

[Administrative Discipline and Sanctions Involving Employees](#)

Employees alleged to have violated college policy or local, state, or federal law pertaining to alcohol and drugs are subject to the college district administrative discipline procedures and/or referral to the appropriate authorities for legal action. Administrative disciplinary proceedings for college personnel are independent from court or other legal proceedings. Additionally, the Campus Police may be consulted on referral of cases for criminal prosecution. Accordingly, administrative discipline may still be instituted against an employee that is also charged in civil or criminal courts for alleged violation of laws. Pursuant to [California Education Code Section 89535](#), [CSEA CBA 2020-2023](#). The college will impose sanctions (consistent with local, state, and federal law) upon employees found to violate the standards of conduct outlined above and in applicable AHC policies. Potential sanctions imposed by the college may include but are not limited to those described below. One or more sanctions may be imposed upon review and analysis of the severity of the infraction(s).

1. **Written Reprimand**-A separate written statement identifying misconduct or performance deficiencies.

2. **Suspension**-A temporary separation from services without pay for disciplinary reasons, not to exceed thirty (30) working days.
3. **Demotion**-A reduction from one classification to a lower classification within the same or similar job family at a lower rate of pay.
4. **Dismissal**-The separation from employment.

HEALTH RISKS ASSOCIATED WITH USE AND ABUSE OF ALCOHOL AND OTHER DRUGS

The Student Health Services offers online resources on substance use education. These online awareness programs offered include behavioral interventions covering education on alcohol, cannabis, nicotine, and drug use. The programs provide students with awareness of issues related to drug use and abuse, skills to manage their behaviors around substances, and the health and behavioral impacts of substances.

Information providing an overview of the health risks associated with use and abuse of alcohol and other drugs can be viewed at [Student Health Services Alcohol and Drug Information](#).

Allan Hancock College is committed to your academic and personal success. The programs offered in the link below provide personal feedback in under 30 minutes.

- Learn to create your own path.
- Be empowered to achieve your goals.
- Build life skills beyond the classroom.

Access some of these confidential campus resources:

[ECheckUp To Go](#)

[Campus Well](#)

[Sexual Assault](#)

[Campus Opioid Safety](#)

STUDENT HEALTH SERVICES COUNSELING

College can be an exciting time, but it can also be incredibly challenging. Feeling pressure and stress can be normal and will pass with time but if you have been feeling sad, hopeless, anxious, or not yourself for two or more weeks, it may be time to meet with a counselor.

You are not alone.

Visit Student Health Services and work with a counselor to design an individualized plan and develop strategies to cope with your situation. Students who pay the health fee can meet with a counselor up to 10 times a semester.

Visit the [AHC Health Services Counseling](#) anytime.