



DRUG & ALCOHOL ABUSE PREVENTION PROGRAM

Drug and Alcohol Abuse Prevention Regulations

Notification

Institutions of Higher Education must annually notify each employee and student, in writing, of standards of conduct, consequences for violations, federal and state law legal sanctions, local ordinances legal sanctions, financial aid consequences, health risks related to alcohol and drug use, and resources for treatment programs.

Downey Adult School – Career & Education Center (DAS) has developed and implemented a drug and alcohol abuse prevention program (DAAPP) for all students and its employees that addresses all required aspects set forth by the U.S. Department of Education.

Distribution

Institutions of Higher Education must develop a plan to distribute, on a trimester basis, notification information to every staff member and student.

Downey Adult School – Career & Education Center (DAS) has a written plan on how to electronically distribute and readily maintain available written materials that contains all aspects of the DAAPP.

Biennial Review

Institutions of Higher Education must prepare and publish a biennial review on the effectiveness and impact of alcohol and drug prevention efforts, the consistency of sanction enforcement, and identify areas requiring improvement or modification. The biennial review must be maintained on file and available for immediate submission should it be requested by the U.S. Department of Education. The next Biennial Review is scheduled for Spring 2023.

Downey Adult School – Career & Education Center (DAS) will conduct its first biennial review upon completion of the first year's implemation of the school's DAAPP.

DFSCA & Part 86 of EDGAR

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The U.S. Department of Education's Drug Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education's General Administrative Regulations (EDGAR), requires institutions of higher education to adopt and implement drug and alcohol abuse prevention programs (DAAPP) for students and employees.

Failure to comply with the Drug and Alcohol Abuse Prevention Regulations may cause an institution to forfeit eligibility for federal funding.

Standards of Conduct

Downey Adult School – Career & Education Center and Downey Unified School District are committed to providing a safe learning environment that is alcohol and drug free.

Employees

All staff members Downey Adult School – Career & Education Center (DAS) will, and must, adhere to the Downey Unified School District's (DUSD) Tobacco/Alcohol/Drug Free Workspace Policy which states: "The Downey Unified School District Policy prohibits smoking on all district campuses and in district vehicles. Students and Employees are not allowed to smoke, drink or use illegal drugs on school grounds, parking lots, or in parked vehicles." Additionally, all staff members of DAS will adhere to all federal and state laws, and local ordinances. Failure to adhere to DUSD's policy, federal law, state law, and local ordinances may result in disciplinary action.

Students

Students enrolled in DAS have agreed to adhere to the Downey Unified School District's (DUSD) Tobacco/Alcohol/Drug Free Workspace Policy which states: "The Downey Unified School District Policy prohibits smoking on all district campuses and in district vehicles. Students and Employees are not allowed to smoke, drink or use illegal drugs on school grounds, parking lots, or in parked vehicles." Additionally, all students of DAS will adhere to all federal and state laws, and local ordinances. Failure to adhere to DUSD's policy, federal law, state law, and local ordinances may result in disciplinary action. Student misconduct that may result in disciplinary action includes, but is not limited to, the following violations:

The use, sale, or possession on campus of, or presence on campus under the influence of, any controlled substance, or any poison classified as such by Schedule D in Section 4160 of the Business and Professions Code or any controlled substance listed in California Health and Safety Code Section 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 determined in California Health and Safety Code Section 11014.5

Consequences for Violations for Students

Disciplinary Actions – Downey Unified School District/Downey Adult School – Career & Education Center

Students in violation of the Standard of Conduct, will receive disciplinary action from DUSD/DAS. Possible disciplinary actions may include one or more of the following:

Documented Reprimand (written or verbal)

Students in violation of the Standard of Conduct will meet with administrator(s) and may receive a cease and desist from such conduct. Documentation of meeting, and its specifics, will be entered into the student's permanent records.

Probation

Students in violation of the Standard of Conduct will meet with administrator(s) and may receive a status of probation in which the violating student is excluded from activities for a set period of time.

Suspension

Students in violation of the Standard of Conduct will meet with administrator(s) and may receive a status of suspension. During the suspension period, the violating student will not be allowed to be on campus, attend program-related activities, or participate in school-related activities for a set period of time. The set period of time will be determined by the administrator.

Expulsion

Students in violation of the Standard of Conduct will meet with administrator(s) and may receive an expulsion from DAS. In expulsion, the violating student will not be allowed to be on campus, attend program-related activities, or participate in school-related activities. The expulsion may be permanent or for a determined set of time set by the administrator.

Legal Sanctions

Federal

Downey Adult School – Career & Education Center and Downey Unified School District recognizes and enforces all federal and state laws, and local ordinances

Federal Legal Sanctions

Federal law allows for criminal and/or civil penalties for the unlawful possession, use, or distribution of a controlled substance. Penalties may include mandatory prison terms.

Federal penalties and sanctions for illegal possession of a controlled substance. Additional penalties are imposed for trafficking.

21 U.S.C. 844(a) First conviction: Up to one year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After one prior drug conviction: At least 15 days in prison, not to exceed two years and fined at least \$2,500 but not more than \$250,000, or both.

After two or more prior drug convictions: At least 90 days in prison, not to exceed three years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least five years in prison, not to exceed 20 years and fined up to \$250,000, or both, if:

- 1st conviction and the amount of crack possessed exceeds five grams.
- 2nd crack conviction and the amount of crack possessed exceeds three grams.
- 3rd or subsequent crack conviction and the amount of crack possessed exceeds one gram.

21 U.S.C. 853(a)(2) and 881(a)(7) Forfeiture of personal real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment. (See special sentencing provisions re: crack.)

21 U.S.C. 881(c)(4) Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a Civil fine of up to \$10,000 (pending adoption of final regulations).

Legal Sanctions

Federal - continued

Downey Adult School – Career & Education Center and Downey Unified School District recognizes and enforces all federal and state laws, and local ordinances

Federal Legal Sanctions - continued

21 U.S.C. 853a Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses.

18 U.S.C. 922(g). Ineligible to receive or purchase a firearm.

Classification/Drug Scheduling

Directly obtained from the U.S. Drug Enforcement Administration (<https://www.dea.gov/druginfo/ds/shtml>) is provided below:

Drug Scheduling

Drugs, substances, and certain chemicals used to make drugs are classified into five (5) distinct categories or schedules depending upon the drug's acceptable medical use and the drug's abuse or dependency potential. The abuse rate is a determinate factor in the scheduling of the drug; for example, Schedule I drugs have a high potential for abuse and the potential to create severe psychological and/or physical dependence. As the drug schedule changes-- Schedule II, Schedule III, etc., so does the abuse potential-- Schedule V drugs represents the least potential for abuse. A Listing of drugs and their schedule are located at Controlled Substance Act (CSA) Scheduling or CSA Scheduling by Alphabetical Order. These lists describe the basic or parent chemical and do not necessarily describe the salts, isomers and salts of isomers, esters, ethers and derivatives which may also be classified as controlled substances. These lists are intended as general references and are not comprehensive listings of all controlled substances.

Please note that a substance need not be listed as a controlled substance to be treated as a Schedule I substance for criminal prosecution. A controlled substance analogue is a substance which is intended for human consumption and is structurally or pharmacologically substantially similar to or is represented as being similar to a Schedule I or Schedule II substance and is not an approved medication in the United States. (See 21 U.S.C. §802(32)(A) for the definition of a controlled substance analogue and 21 U.S.C. §813 for the schedule.)

Legal Sanctions

Federal- continued

Downey Adult School – Career & Education Center and Downey Unified School District recognizes and enforces all federal and state laws, and local ordinances

Classification/Drug Scheduling - continued

Schedule I drugs, substances, or chemicals are defined as drugs with no currently accepted medical use and a high potential for abuse. Some examples of Schedule I drugs are: heroin, lysergic acid diethylamide (LSD), marijuana (cannabis), 3,4-methylenedioxymethamphetamine (ecstasy), methaqualone, and peyote

Schedule II drugs, substances, or chemicals are defined as drugs with a high potential for abuse, with use potentially leading to severe psychological or physical dependence. These drugs are also considered dangerous. Some examples of Schedule II drugs are: Combination products with less than 15 milligrams of hydrocodone per dosage unit (Vicodin), cocaine, methamphetamine, methadone, hydromorphone (Dilaudid), meperidine (Demerol), oxycodone (OxyContin), fentanyl, Dexedrine, Adderall, and Ritalin

Schedule III drugs, substances, or chemicals are defined as drugs with a moderate to low potential for physical and psychological dependence. Schedule III drugs abuse potential is less than Schedule I and Schedule II drugs but more than Schedule IV. Some examples of Schedule III drugs are: Products containing less than 90 milligrams of codeine per dosage unit (Tylenol with codeine), ketamine, anabolic steroids, testosterone

Schedule IV drugs, substances, or chemicals are defined as drugs with a low potential for abuse and low risk of dependence. Some examples of Schedule IV drugs are: Xanax, Soma, Darvon, Darvocet, Valium, Ativan, Talwin, Ambien, Tramadol

Schedule V drugs, substances, or chemicals are defined as drugs with lower potential for abuse than Schedule IV and consist of preparations containing limited quantities of certain narcotics. Schedule V drugs are generally used for antidiarrheal, antitussive, and analgesic purposes. Some examples of Schedule V drugs are: cough preparations with less than 200 milligrams of codeine or per 100 milliliters (Robitussin AC), Lomotil, Motofen, Lyrica, Parepectolin

Legal Sanctions

State

Downey Adult School – Career & Education Center and Downey Unified School District recognizes and enforces all federal and state laws, and local ordinances

State Legal Sanctions

The State of California has its own set of laws regulating the unlawful possession, use, or distribution of a controlled substance. Penalties may include mandatory prison terms. Penalties under California Health and Safety Code Sections 11351-113479 et. seq. (Uniform Controlled Substances Act) are as follows:

- Transport, import, transfer, or sale of controlled substances may result in felony sentencing of 3 to 5 years. Transport from one California county to a non-contiguous county can result in an increased sentence of 3 to 9 years of imprisonment.
- Crimes involving the hiring or employment of minors to sell or distribute controlled substances, or the sale of controlled substances to minors, can result in sentences of 3, 6, or 9 years in state prison.
- California law allows adults 21 and older to transport less than 28.5 grams (or less than 8 g marijuana concentrate).
- California law also criminalizes the transport, import, transfer, or sale of chemicals used as ingredients for the manufacture of phencyclidine (PCP) and methamphetamine, or the transport, import, transfer, or sale of the drugs themselves. Conviction may result in sentences of imprisonment lasting sixteen months to six years

California State Law also allows for the seeking of increased punishments if the defendant has prior committed offenses.

California State Law also allows for the enhancement of sentencing when drug-related offenses occur within 1,000 feet of schools, school-related programs, or playgrounds during operational hours. This increased sentencing may result in an additional one to two years in prison. Furthermore, if the alleged offender is at least four year older than an involved minor, a separate and additional one – three year prison term by be applied.

Legal Sanctions

Local Ordinances

Downey Adult School – Career & Education Center and Downey Unified School District recognizes and enforces all federal and state laws, and local ordinances

Local Ordinances

The City of Downey has its own established ordinances in regarding alcohol and drugs. Article IV – Public, Morals, and Policy, Chapter 1, Sections 4103., 4104., and 4105. address the usage of alcohol. Article IV – Public, Morals, and Policy, Chapter 1, Sections 4107.5 and 4135., 4102. addresses drugs and controlled substances. Legal sanctions may include, but not limited to: infractions, fines, and or imprisonment.

SECTION 4103. CONSUMING ALCOHOLIC BEVERAGES: PUBLIC PLACES.

For the purposes of this chapter “alcoholic beverages” shall mean and include alcohol, spirits, liquor, wine, beer, and every liquid or solid containing alcohol, spirits, wine, or beer, and which contains one-half of one percent (1%) or more of alcohol by volume, and which is fit for beverage purposes, either alone or when diluted, mixed, or combined with other substances.

No person while in or on any public school ground, public school building, public building, or grounds belonging to the State, County, or other governmental entity or agency, shall have in his or her possession or consume any alcoholic beverage.

No person while in or on any unenclosed area designed or used, or intended to be used, for the parking of motor vehicles and which parking area is used in conjunction with or as any adjunct to any business, trade, or occupation for which a business license has been issued or is required to be issued pursuant to the provisions of Chapter 2 of Article VI of this Code, shall consume any alcoholic beverage nor have upon his or her person, nor in his or her personal possession, any container containing an alcoholic beverage, which container has been opened. (Amended by Ord. 211, adopted 11-13-62)

SECTION 4104. CONSUMING ALCOHOLIC BEVERAGES: PUBLIC HIGHWAYS.

No person shall go upon or remain upon any part of a public highway while he or she is consuming any alcoholic beverage. (Added by Ord. 3, adopted 12-20-56)

Legal Sanctions

Local Ordinances - continued

Downey Adult School – Career & Education Center and Downey Unified School District recognizes and enforces all federal and state laws, and local ordinances

Local Ordinances – continued

SECTION 4105. CONSUMING ALCOHOLIC BEVERAGES: IN VEHICLES.

No person shall enter or remain in any vehicle while such vehicle is on any part of any public highway when such person or any other occupant of such vehicle is consuming any alcoholic beverage. (Added by Ord. 3, adopted 12-20-56)

SECTION 4107.5. LOITERING FOR DRUG-RELATED ACTIVITIES.

(a) It is unlawful for any person to loiter in, on or near any public or private property or thoroughfare in a manner and under circumstances manifesting the purpose or the intent to engage in drug-related activity defined as criminal offenses in Chapters 6 and 6.5 of Division 10 of the California Health and Safety Code.

(b) Among circumstances that may be considered in determining whether a person loiters and manifests the intent to engage in drug-related activity are:

(1) The person enters and remains on any public or private property or thoroughfare under such circumstances that a reasonable person will conclude that the person who has entered and remained on said premises: (i) does not have a purpose legitimately

connected with the business or activity of the legal occupant on or near the premises; (ii) does not have a bona fide intent to exercise a constitutional right; and (iii) does manifest the purpose of engaging in drug-related activities defined as offenses in Chapter 6 and 6.5 of Division 10 of the Health & Safety Code.

(2) The person is a known unlawful drug user, possessor, or seller. A “known unlawful drug user, possessor or seller” is a person who has, within the knowledge of the arresting officer, been convicted in any court within the State of any violation involving the use, possession or sale of any of the substances referred to in Chapter 6 and 6.5 of Division 10 of the Health & Safety Code or has been convicted of any violation of substantially similar laws of any political subdivision of the State or of any other State;

Legal Sanctions

Local Ordinances - continued

Downey Adult School – Career & Education Center and Downey Unified School District recognizes and enforces all federal and state laws, and local ordinances

Local Ordinances – continued

SECTION 4107.5. LOITERING FOR DRUG-RELATED ACTIVITIES. CONTINUED

(3) The person is currently subject to a court order prohibiting his or her presence in the particular area in which the person is loitering;

(4) The person behaves in such a manner as to raise a reasonable suspicion that he or she is about to engage in, or is then engaged in, an unlawful drug related activity, including without limitation, the display of physical characteristics of drug intoxication, possession or usage, such as “needle tracks,” the display of drug paraphernalia or the transfer of small objects or packages capable of containing drugs for currency or other drug related objects or packages in a furtive fashion;

(5) The person is physically identified by the arresting officer as an active member of a “gang” or association which has as its purpose, and was previously engaged in, drug related activity;

(6) The person loiters in or near to premises that have been reported to law enforcement as place suspected of drug related activity or in or within six feet of any vehicle registered to a known unlawful drug user, possessor or seller or near a person for whom there is an outstanding warrant for a crime involving drug related activity.

(c) Violations of this Section 4107.5 shall constitute a misdemeanor. (Added by Ord. 958, adopted 3-9-93)

SECTION 4135. SALE AND DISPLAY OF DRUG PARAPHERNALIA.

(Added by Ord. 587, adopted 3-27-79; amended by Ord. 697, adopted 5-11-82; repealed by Ord. 971, adopted 1-11-94)



Legal Sanctions

Local Ordinances - continued

Downey Adult School – Career & Education Center and Downey Unified School District recognizes and enforces all federal and state laws, and local ordinances

Local Ordinances – continued

SECTION 4102. CONTROLLED SUBSTANCES: PUBLIC PLACES.

(a) No person shall consume within any public place or business in the City, or on the grounds of any public or private park, recreation area, open space or school, or in the public parking, loading, access and areas accessible to the public, or private or commercial property which is open and accessible to the public, any non-alcoholic intoxicating substance possessed for the purposes of intoxication or any illegal or controlled substance, including marijuana, as defined in Health and Safety Code Section 11007.

(b) No person shall have in his or her possession within any public place or business in the City, or on the grounds of any public or private park, recreation area, open space, or in the public parking, loading, access and areas accessible to the public, or private or commercial property which is open and accessible to the public, any instrument used to administer or ingest any intoxicating or controlled substance, including marijuana pipes or similar smoking devices, and including drug paraphernalia as defined in Health and Safety Code Section 11014.5. (Added by Ord. 1285, adopted 6-28-11)

Consequences for Violations- Employees

Certificated Personnel

(cited from Master Agreement between Board of Education of the Downey Unified School District and the Downey Education Association, California Teachers Association, National Education Association August 1, 2018 – July 31, 2021)

Disciplinary Actions – Downey Unified School District/Downey Adult School – Career & Education Center

DUSD/DAS Employees in violation of the Standard of Conduct, will be referred to DUSD Human Resources Department to receive disciplinary action in accordance with bargaining unit contract.

Possible disciplinary actions may include one or more of the following:

ARTICLE XV ~ SUSPENSION

- A. Disciplinary action, as used in this Article, includes written reprimands and suspensions with or without pay for up to fifteen (15) days for all teachers. This Article shall not limit the District's right to evaluate or orally reprimand and counsel teachers. Nor shall anything in Article XIV, "Evaluation Procedures", limit the District's right to discipline teachers pursuant to this Article.
- B. The District, through the Superintendent or designee, may issue written reprimands and warnings. The teacher may submit a response or rebuttal to the written reprimand or warning, a copy of which will be retained in the Certificated Human Resource Office, along with the reprimand. Alleged violations by the District of the procedures relating to the issuance of written reprimands and warnings are subject to the grievance procedures of this Agreement.
- C. Teachers shall only be disciplined for reasonable and just cause. All disciplinary action by the District shall be corrective and progressive, rather than punitive. The discipline imposed shall be reasonably related to the seriousness of the misconduct, and/or shall be reasonable in light of the number and frequency of prior incidents of misconduct by the teacher.



Consequences for Violations- Employees, cont'd

Disciplinary Actions – continued

- D. Suspensions shall be based upon reasonable and just cause, including but not limited to the reasons enumerated below as outlined in Section 44932 of the Education Code:
1. Immoral or unprofessional conduct
 2. Commission, aiding, or advocating the commission of acts of criminal syndicalism, as prohibited by Chapter 188, Statutes of 1919, or in any amendment thereof
 3. Dishonesty
 4. Incompetency
 5. Evident unfitness of service
 6. Physical or mental condition unfitting him/her to instruct or associate with children
 7. Persistent violation of or refusal to obey the school laws of the State or reasonable regulations prescribed for the government of the public schools by the State Board of Education or by the governing board of the school district employing him/her
 8. Conviction of a felony or any crime involving moral turpitude Violation of Section 51530 of this code or conduct specified in Section 1028 of the Government Code, added by the chapter 1418 of the Statutes of 1947
 9. Violation of any provision of Sections 7001 to 7007, inclusive, of this code
 10. Known membership by the employee in the Communist Party
 11. Alcoholism or other drug abuse which makes the employee unfit to instruct or associate with children

Consequences for Violations- Employees, cont'd

Disciplinary Actions – continued

- E. The Superintendent may suspend teachers with or without pay for up to fifteen (15) working days, pursuant to the procedures listed below. In cases of serious misconduct, the following remedial steps need not be taken, and the District may advance the level of discipline from an oral warning to a written, dated reprimand that is appropriate to the level of misconduct. Serious misconduct that may warrant such action shall include willful, wanton, or deliberate violations of District Policies, Education Codes, or State law.
1. The oral warning shall first be given to a teacher before any other disciplinary action.
 2. Written, dated warnings shall be given to any teacher who has first received at least one oral warning about a similar but separate action or infraction within the preceding ten (10) months, excluding summers, unless the teacher is teaching summer school for the District. Any such warning shall not be placed in the teacher's official personnel file at the District Office and shall be destroyed if no similar infraction occurs within ten (10) months after that, excluding summers, unless the teacher is teaching summer school for the District.
 3. Any written, dated reprimands shall be given to any teacher who has received at least one (1) previous written warning for similar but separate actions or infractions within the preceding ten (10) months, excluding summer unless the teacher is teaching summer school for the District. Any such reprimand should be based upon substantiated and verifiable data. A copy of any such written reprimand and any subsequent written rebuttal submitted by the teacher shall be placed in the teacher's personnel file in accordance with the provisions of Article XIV of this



Consequences for Violations- Employees, cont'd

Disciplinary Actions – continued

4. Suspension: Unit members may be suspended by the Superintendent with or without pay for a period of up to, but not to exceed fifteen (15) days if the unit member has first received a written reprimand about the similar, but separate actions or infractions within the preceding ten (10) months excluding summers, unless the unit member is teaching summer school for the District.
5. The Superintendent shall give written notice to the unit member of the District's intent to suspend the unit member.

The notice shall include:

- a. The cause(s) on which the suspension is based
 - b. The date(s) on which the suspension shall take place.
 - c. A statement that the unit member has a right to informally discuss the proposed designee before the suspension at the pre-suspension hearing with the Superintendent or his/her designee before the suspension.
 - d. a proposed date, time and place for such pre-suspension hearing.
6. The unit member shall have five (5) teacher workdays, from the receipt of the notice to respond to the notice of suspension. If the teacher does not respond, the District will schedule the suspension and provide notice thereof to the teacher. The teacher's response to the notice of suspension, if any, shall confirm the proposed date and time for the pre-suspension hearing, designate his/her representative, if an, propose other dates for such hearing, or waive such hearing. The pre-suspension hearing, unless waived, shall take place within eight (8) school



Consequences for Violations- Employees, cont'd

Disciplinary Actions – continued

7. The pre-suspension hearing shall be informal. The teacher shall be given the opportunity to present facts and arguments regarding the proposed suspension. An Association representative shall attend the pre-suspension hearing and may represent the teacher at the teacher's option.
8. The Superintendent or designee shall inform the teacher of the decision to suspend or not to suspend within three (3) teacher work days from the date of the pre-suspension hearing, or after five (5) days from the date of the notice of suspension if the teacher did not respond.
9. The District shall schedule a suspension and notify the teacher and his/her representative, if any. The suspension shall be scheduled on consecutive teacher workdays, which may result in carry over from one semester to the next or one academic year to the next.
10. Disputes as to whether a suspension was based on just cause or whether there has been a violation of the procedures set forth herein shall be resolved pursuant to the grievance procedures. A grievance regarding a suspension must be filed on the date the Superintendent notifies the teacher the suspension has been scheduled to begin or within ten (10) school days thereafter.
11. With the exception of emergency suspensions pursuant to Section 5 of this Article, if the teacher files a grievance under Article VIII regarding the schedule suspension, the suspension shall be held in abeyance until the grievance procedures have been fully utilized and a final decision has been rendered in the matter through the grievance process. If the grievance proceeds to arbitration, the District and Association agree to utilize an arbitrator who will be available for hearing within a reasonable time, not to exceed sixty (60) calendar days.



Consequences for Violations- Employees, cont'd

Disciplinary Actions – continued

12. In limited situations as described in Education Code 44939, 44940, and 44942, the District may suspend the teacher without a pre-suspension hearing. In such limited, emergency situations, the Superintendent or designee, shall schedule an informal hearing with the teacher and provide the teacher and the Association's Executive Director or designee with written notice thereof as soon as possible after the suspension has begun, but in no case later than forty-eight (48) hours. An Association representative shall attend the pre-suspension hearing and may represent the teacher at the teacher's option.
13. Since this discipline Article has been duly negotiated between the District and the Association, the District agrees not to utilize the provision of Education Code Section 44944 to suspend a teacher. This in no way affects the District's right to utilize the provisions of Education Code Section 44939, 44940 and 44942, nor shall anything in this Article affect in any way the District's utilization of statutory dismissal procedures.
- F. The concept of progressive discipline as outlined in Section 5 of this Article shall be applicable except in situations as outlined in Education Code Sections 44939, 44940, and 44942.

Classified Personnel

(Cited from Master Agreement between Board of Education of the Downey Unified School District and California School Employees Association and it's Downey Chapter #248. (2019-2022 – REV. 2/5/21)

"Disciplinary action may be taken against an employee only when the employee has been notified of the unsatisfactory performance or the employee commits an act by law that requires formal discipline. Such notification must be followed with written documentation for inclusion in the employee's personnel file."

Health Risks Related to Alcohol and Drug Use

Health risks, both short and long term, may vary from person to person. Varying factors such as age, gender, individual physiology, mental health condition, and genetics may determine exact risks/symptoms. The following short-term and long-term health risks lists are for reference only and should not be used in determining a medical diagnosis.

Short-Term Health Risks

Individuals using alcohol and or drugs may experience any or all of the following short-term risks:

- Poor judgement
- Cognitive dysfunction
- Delusions
- Tremors
- Muscle weakness
- Slurred speech
- Drowsiness
- Vomiting
- Diarrhea
- Upset stomach
- Headaches
- Hallucinations
- Breathing difficulties
- Paranoia
- Heart palpitations
- Distorted vision and hearing
- Decreased perception and coordination
- Unconsciousness
- Anemia (loss of red blood cells)
- Coma
- Blackouts (memory lapses, where the drinker cannot remember events that occurred while under the influence)

Health Risks Related to Alcohol and Drug Use – continued

Health risks, both short and long term, may vary from person to person. Varying factors such as age, gender, individual physiology, mental health condition, and genetics may determine exact risks/symptoms. The following short-term and long-term health risks lists are for reference only and should not be used in determining a medical diagnosis.

Long-Term Health Risks

Individuals using alcohol and or drugs may experience any or all of the following long-term risks:

- Unintentional injuries such as car crash, falls, burns, drowning
- Intentional injuries such as firearm injuries, sexual assault, domestic violence
- Increased on-the-job injuries and loss of productivity
- Increased family problems, broken relationships
- Alcohol poisoning
- High blood pressure, stroke, and other heart-related diseases
- Cirrhosis - Liver disease
- Alcoholic hepatitis
- Nerve damage
- Sexual problems
- Permanent damage to the brain
- Vitamin B₁ deficiency, which can lead to a disorder characterized by amnesia, apathy and disorientation
- Ulcers
- Gastritis (inflammation of stomach walls)
- Malnutrition
- Cancer of the mouth and throat
- Psychological dysfunction
- Brain damage
- Tuberculosis
- Depression
- Hearing Loss
- Bronchitis
- Sinus infections
- Asthma
- Alcohol dependence
- Drug dependence

Resources

Treatment Programs & Centers

Downey Adult School – Career & Education Center and Downey Unified School District are committed to the promotion of well-being for all students and employees. Individuals with substance abuse issues are encouraged to seek help. Following is a list of local Resources, Treatment Programs and Centers.

Drug-related:

Narcotics Anonymous (NA)

Los Angeles, CA (open 24 hours) 310-390-0279
 Anaheim, CA (open 24 hours) 714-590-2388
 Pasadena, CA (open 24 hours) 626-584-6910

<https://westsidena.org/westsidewp/>
<https://orangecountyna.org/ocwp/>
www.sgvna.com

Nar-Anon Family Group

23110 Crenshaw Blvd., Ste. A 1-800-477-6291
 Torrance, CA 90505

<https://www.nar-anon.org>

Southern California Alcohol and Drug Programs, Inc.

11500 Paramount Blvd.
 Downey, CA 90241

562-923-4545

www.scadpinc.org/angel_step_too.aspx

Little House

9718 Harvard Street
 Bellflower, CA 90706

562-925-2577

www.littlehouseinc.org

Aegis Treatment Centers

14238 & 14240
 Imperial Hwy.
 La Mirada, CA 90638

562-946-1587

<https://aegistreatmentcenters.com>

Promises Treatment Center

17785 Center Ct. Dr., #280
 Cerritos, CA 90703

562-741-6470

<https://www.promises.com>

Los Angeles Centers for Alcohol and Drug Abuse

213-626-6411

www.lacada.com

Care Solace

(Partnered with Downey Unified School District)

310-391-1253

www.caresolace.com/downeyfamilies

Resources

Treatment Programs & Centers - continued

Downey Adult School – Career & Education Center and Downey Unified School District are committed to the promotion of well-being for all students and employees. Individuals with substance abuse issues are encouraged to seek help. Following is a list of local Resources, Treatment Programs and Centers.

Alcohol-related:

Alcoholics Anonymous (AA) Local AA Meetings:	1-844-335-2408 https://www.aa.org https://lacoaa.org/meetings/?tsml-day=any&tsml-region=downey
Al-Anon Family Groups of Greater Los Angeles	818-760-7122 http://alanonla.org
Southern California Alcohol and Drug Programs, Inc. 11500 Paramount Blvd. Downey, CA 90241	562-923-4545 www.scadpinc.org/angel_step_too.aspx
Little House 9718 Harvard Street Bellflower, CA 90706	562-925-2577 www.littlehouseinc.org
Los Angeles Centers for Alcohol and Drug Abuse	213-626-6411 www.lacada.com
Promises Treatment Center 17785 Center Ct. Dr., #280 Cerritos, CA 90703	562-741-6470 https://www.promises.com
Alcohol Education & Recover Center DUI/DVP Program 1355 S. Redondo Ave., #2 Long Beach, CA 90804	562-986-5046 www.aerc.us
Care Solace (Partnered with Downey Unified School District)	310-391-1253 www.caresolace.com/downeyfamilies

Distribution Plan

Downey Adult School – Career & Education Center (DAS) is fully committed to the implementation of its Drug and Alcohol Abuse Prevention Program (DAAPP). In part of that commitment, DAS has developed the following distribution plan to ensure that all employees and students receive, and are aware of, the DAAPP.

Students:

DAS will email all enrolled students at the beginning of each trimester (August, January, & April) with an explanation and notification of the institution's DAAPP along with a link to the DAAPP for electronic access. Email notification on a trimester system will ensure that all students, regardless of enrollment date, will receive the DAAPP.

Employees:

DAS holds a mandatory staff development day on an annual basis. This staff development day is held on Columbus Day in October. All employees will receive notification, and a printed copy, of the DAAPP. New employees will receive a printed copy of the DAAPP during new employee orientation.