



OFFICE OF HUMAN RESOURCES

September 29, 2026

To: West Hills Community College District Employees

From: Human Resources

Subject: Annual Drug & Alcohol Prevention Notice – Employee Compliance Requirement

As part of our annual compliance obligations under the Drug-Free Schools and Communities Act (DFSCA), West Hills Community College District is providing all employees with the required Drug and Alcohol Abuse Prevention Program (DAAPP) notice. This information outlines District standards of conduct, legal requirements, health risks, available resources, and potential disciplinary consequences related to the unlawful use of drugs or alcohol.

Standards of Conduct

The District is committed to maintaining drug-free and alcohol-free campuses. Employees are prohibited from the unlawful possession, use, purchase, manufacture, sale, or distribution of illicit drugs or alcohol on District property, in District vehicles, or at any District-sponsored activity.

Legal Sanctions

Violations of federal, state, or local drug and alcohol laws may result in significant penalties, including fines, imprisonment, loss of driving privileges, and mandatory treatment programs.

Health Risks

Alcohol and illicit drugs pose serious short- and long-term health risks, including addiction, cognitive impairment, liver and heart disease, stroke, mental health disorders, and increased risk of injury.

Employee Support Resources

WHCCD provides confidential assistance and referral services through the Employee Assistance Program (EAP):

- **Management/Confidential/Classified Employees:** 800-999-7222 | anthemEAP.com/SISC
- **Faculty:** 877-397-1032 | carelonwellbeing.com/cvt

Local treatment and recovery resources in Fresno and Kings Counties are also available.

Disciplinary Sanctions

Employees who violate District drug and alcohol policies are subject to disciplinary action, subject to the disciplinary process outlined in the applicable collective bargaining agreement, which may include corrective discipline, counseling, reassignment (faculty), probation, suspension with or without pay, termination, and/or referral to law enforcement.

A full copy of the District's Drug and Alcohol Abuse Prevention Program (DAAPP) is available through Human Resources and on the District website.

If you have any questions, please contact Human Resources at ext. 2155 or humanresources@whccd.edu.



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COMMUNITY COLLEGE DISTRICT

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you can go anywhere™*

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