



Santa Barbara City College



Marine Diving Technology Department

Substance Abuse Policy

Table of Contents

Table of Contents.....	1
Substance Abuse Policy.....	2
Statement of Purpose:.....	2
Policy Statement.....	2
Definitions.....	2
Testing Requirements.....	3
Pre-Training Testing.....	3
Periodic Testing.....	3
Random Testing.....	4
Serious Marine Incident Testing.....	4
Reasonable Cause Testing.....	4
Failing a Chemical Test.....	5
Reinstatement After Failing a Chemical Test.....	5
Medical Review Officer (MRO).....	5
Post-Accident Testing.....	5
Failing a Chemical Test.....	5
Release of Information.....	5
Appeal Process.....	6
Appendix A.....	7
U.S. Coast Guard Drug Testing Detection Limits.....	7
DOT/USCG Drug Testing Cutoff Levels.....	7
All concentrations are expressed in nanograms per milliliter (ng/mL).....	7
Key Compliance Requirements.....	7
Appendix B.....	8
Alcohol Awareness Educational Materials.....	8
Impact on Workplace Safety & Productivity (U.S. Department of Labor).....	8
Alcohol and Accident Risks.....	8
Appendix C.....	9
Helpline & Support Resources.....	9
SBCC Student Health & Wellness Services.....	9
Federal and National Hotlines.....	9

Substance Abuse Policy

Statement of Purpose:

The Santa Barbara City College Marine Diving Technology Department is committed to maintaining a safe and healthy work and training environment, dedicated to providing a drug- and alcohol-free workplace. Safety is of paramount importance; therefore, strict enforcement of this policy will minimize the use of intoxicants by students in the program.

This policy supports the safe conduct of operations, helps achieve the highest possible work and training standards, and promotes a professional, drug-free learning environment. Maintaining safety in a drug-free workplace is attainable through cooperation at every level and by explicitly prohibiting the use, manufacture, distribution, dispensation, or possession of illicit drugs, drug paraphernalia, and alcohol at all Marine Diving Technology Department training locations and during all diving operations conducted under the department's auspices.

Policy Statement

As a condition of acceptance and enrollment in the Santa Barbara City College Marine Diving Technology Department, **all individuals are prohibited from possessing, using, or being under the influence of prohibited substances, including illicit or illegal drugs (both federal and state), alcoholic beverages, or other intoxicants, at any work or training location.**

Additionally, students engaged in diving training operations under the auspices of the Association of Commercial Diving Educators (ACDE) and/or the National Association of Underwater Instructors (NAUI) through the Marine Diving Technology Department are required, as a condition of enrollment, to comply with this policy and submit to drug and/or alcohol testing when requested. Such testing will be conducted in accordance with this policy and applicable federal laws and regulations.

Definitions

- **Chemical Test** – A test conducted by a NIDA-certified laboratory to analyze an individual's breath, blood, urine, saliva, bodily fluids, or tissues for evidence of illicit drug or alcohol use.
- **Student** – Any individual who has applied for or is currently enrolled in the Marine Diving Technology Program.
- **Employer** – A marine employer or sponsoring organization.
Intoxicant – Any form of alcohol, drug, or a combination thereof.
- **Serious Marine Incident** – An event defined in 46 CFR 4.03-2 of the U.S. Coast Guard regulations.
- **Sponsoring Organization** – Any company, consortium, corporation, association, union, or other organization associated with individuals serving in the marine industry or their employers.

Testing Requirements

The Santa Barbara City College Marine Diving Technology Department requires all drug and alcohol testing to be conducted in compliance with the *Procedures for Transportation Workplace Drug Testing Programs* (49 CFR Part 40).

Testing may include:

- **Pre-training testing** – Conducted prior to participation in program activities.
- **Periodic testing** – Conducted at scheduled intervals during the program.
- **Reasonable cause testing** – Conducted when there is reasonable suspicion of drug or alcohol use.
- **Serious marine incident testing** – Conducted following an event meeting the U.S. Coast Guard definition of a serious marine incident.
- **Random testing** – Conducted on an unannounced and random basis.
- **Follow-up testing** – Conducted after a violation of drug/alcohol policy or a prior positive test.

Pre-Training Testing.

Santa Barbara City College Marine Diving Technology Department will not offer enrollment to any individual to train as defined in this policy unless the Individual passes a chemical test for drugs and or alcohol. However, the individual is not required to undergo the pre-training test if he/she provides satisfactory evidence that he/she has:

1. Passes a pre-training test for another employer or dive training school, or a periodic chemical test within the previous six months
2. Been subject to a random testing program meeting the USCG criteria during the previous 12 months and has either failed a test or refused to be tested.

The cost of pre-training testing will be borne by the student applicant.

Periodic Testing

Whenever a physical examination is required by Santa Barbara City College Marine Diving Technology Department or the U.S. Coast Guard, a chemical test for illicit drugs must be included as part of the physical examination. Results of the chemical test will be provided to Santa Barbara City College Marine Diving Technology Department and then as part of the physical examination results.

The individual is not required to undergo the periodic chemical testing if he or she provides satisfactory evidence as set out in (1) and (2) of the pre-training testing criteria listed above.

Costs for regular periodic testing will be borne by the student.

Random Testing

SBCC's Marine Diving Technology Department has the right to provide for the selection of students for chemical testing for illicit drugs on a random basis. Random selection means that every individual of a given population has a substantially equal chance of selection on a scientifically valid basis.

The SBCC Marine Diving Technology Department reserves the right to conduct random drug testing at any time during the year, testing no less than 50% of enrolled students.

Random testing is a U.S. Coast Guard requirement for working as a student as defined in this policy and aboard vessels subject to U.S. Coast Guard regulations¹

Costs for random drug testing will be borne by the SBCC's Marine Diving Technology Department.

¹ 65 FR 79526, *Code of Federal Regulations, Part 40 Procedures for Transportation Workplace Drug and Alcohol Testing Programs*

Serious Marine Incident Testing

The SBCC Marine Diving Technology Department requires that any student directly involved in a serious marine incident—as defined under U.S. Coast Guard regulations (46 CFR Part 4), undergo chemical testing for alcohol and dangerous drugs, in accordance with the procedures outlined in **46 CFR 4.06**, including but not limited to **§ 4.06-3**.

Testing costs will be covered by the Marine Diving Technology Department.

Reasonable Cause Testing

If an instructor or staff member has a reasonable belief that a student is under the influence of drugs or alcohol, that student may be required to take a chemical test. This belief must be based on specific and direct observations, such as physical signs, behavior, or performance, and, when possible, confirmed by **two trained observers**.

If testing is required, the student will be notified and must provide a urine sample as soon as possible, following U.S. Coast Guard procedures. Alcohol testing may also be required.

Refusal to test or cooperate with the investigation can result in suspension or removal from the program.

The Marine Diving Technology Department will cover the cost of reasonable cause testing.

Failing a Chemical Test

If a student covered by this policy fails a chemical test for dangerous drugs, SBCC's Marine Diving Technology Department will immediately report the results in writing to the appropriate college authorities. The student will be immediately suspended from the Marine Diving Technology Program and a formal recommendation for further action will be submitted by the department to the appropriate authorities.

Reinstatement After Failing a Chemical Test

Before a student who has failed a required chemical test for dangerous drugs may return to diving training activities under the Marine Diving Technology Department, the Medical Review Officer (MRO) must determine that the student is drug-free and that the risk of future drug use is sufficiently low to justify reinstatement.

The student must also agree to increased, unannounced testing for a period determined by the MRO, up to a **maximum of 60 months**.

Medical Review Officer (MRO)

The SBCC Marine Diving Technology Director will designate a Medical Review Officer (MRO) to review and interpret all confirmed positive tests for dangerous drugs, as well as to review and administratively report all negative results.

If a laboratory-confirmed positive result is verified, **the MRO will report the result to the Marine Diving Technology Department's designated agent**. The MRO will also determine the criteria and conditions under which a student who has failed a chemical test for dangerous drugs may be safely reinstated into diving training activities. In making these determinations, the MRO may consult with a Substance Abuse Professional (SAP).

Post-Accident Testing

All students are subject to drug and/or alcohol testing following any workplace accident or incident deemed significant by the Santa Barbara City College Marine Diving Technology Department.

Failing a Chemical Test

Any student who fails a chemical test authorized by the Santa Barbara City College Marine Diving Technology Department will be subject to disciplinary consequences, up to and including termination from the program.

Release of Information

Information regarding a student's chemical testing results or participation in drug/alcohol rehabilitation will only be released with the student's written consent, except when disclosure is required by lawful authority (e.g., U.S. Coast Guard investigation), regardless of the student's consent. This policy does not prevent a student who has been tested under its provisions from obtaining the results of their own test.

Appeal Process

Marine Diving Technology students may appeal decisions under this policy using the **SBCC Standards of Student Conduct policy**, which adheres to the *Santa Barbara Community College District Governing Board policies for Student Personnel; Section 3231, Standards of Student Conduct; Section 3235, Student Grievance Policy; and section 3232, Alcohol/Drug Use Policy, Rev. 08/03*

Appendix A

U.S. Coast Guard Drug Testing Detection Limits

The Santa Barbara City College Marine Diving Technology Program follows the drug and alcohol testing standards set forth by the United States Coast Guard (USCG) under 46 CFR Part 16 and 49 CFR Part 40. Testing is conducted by a SAMHSA-certified laboratory and reviewed by a Medical Review Officer (MRO) in accordance with federal regulations.

DOT/USCG Drug Testing Cutoff Levels

All concentrations are expressed in nanograms per milliliter (ng/mL).

Drug Category	Initial Test Cutoff	Confirmatory Test Cutoff
Marijuana metabolites (THCA)	50 ng/mL	15 ng/mL
Cocaine metabolite (Benzoylecgonine)	150 ng/mL	100 ng/mL
Codeine / Morphine	2,000 ng/mL	2,000 ng/mL
Hydrocodone / Hydromorphone	300 ng/mL	100 ng/mL
Oxycodone / Oxymorphone	100 ng/mL	100 ng/mL
6-Acetylmorphine (<i>Heroin metabolite</i>)	10 ng/mL	10 ng/mL
Phencyclidine(PCP)	25 ng/mL	25 ng/mL
Amphetamine / Methamphetamine	500 ng/mL	250 ng/mL
MDMA / MDA	500 ng/mL	250 ng/mL

Key Compliance Requirements

- The USCG uses these limits as part of the five-panel drug testing program for safety-sensitive marine personnel.
- Tests must follow the Procedures for Transportation Workplace Drug Testing Programs (49 CFR Part 40).
- Students are subject to pre-enrollment, random, reasonable cause, post-incident, and follow-up testing.
- All confirmed positive results are reviewed by an MRO before being reported to the program's designated agent.

References:

- 46 CFR Part 16 – Chemical Testing
- 49 CFR Part 40 – Procedures for Transportation Workplace Drug and Alcohol Testing Programs

Appendix B

Alcohol Awareness Educational Materials

Effects of Alcohol Misuse on Health, Learning, and Work Performance

Alcohol is socially accepted but can quickly become harmful when misused. While moderate use is common in social contexts, relying on alcohol for emotional or physical escape constitutes substance abuse.

As a central nervous system depressant, alcohol in excessive amounts impairs:

- Judgment, cognitive clarity, coordination, and speech
- In extreme cases, can result in alcohol poisoning or death
- Long-term abuse can lead to liver and heart disease, immune dysfunction, hormonal issues, and mental health disorders

Regular misuse may develop into alcoholism, a chronic and progressive disease.

Impact on Workplace Safety & Productivity (U.S. Department of Labor)

- Employees with alcohol misuse history are **2.7 times more likely** to have injury-related absences
- Alcohol contributes to **40% of workplace fatalities** and **47% of industrial injuries**
- Absence rates are approximately **double** among those who misuse alcohol compared to peers
- Productivity suffers due to slower reflexes, poor decision-making, and reduced focus
- Raises direct and hidden costs through workers' compensation claims, equipment damage, and managerial time

Alcohol and Accident Risks

- **Burn injuries:** 60% involve alcohol
- **Fatal falls:** 40% are alcohol-related
- **Marine accidents:** 69% involve alcohol
- **Private aircraft accidents:** 76% involve alcohol
- Individuals with alcoholism have a **15 times higher suicide rate** than the general population

Appendix C

Helpline & Support Resources

SBCC Student Health & Wellness Services

Available to all SBCC students for confidential medical and mental health support:

- **Medical Services & Personal Counseling - [SBCC The Clinic & Well](#)**
 - Office: SS-170 Student Services Building, first floor room 170, across from DSPS.
 - Phone: (805) 730-4098
 - Email: HealthandWellness@pipeline.sbcc.edu
 - Make an appointment [HERE](#)
- **Substance Abuse Counseling & Education - [The Anchor Program](#)**
 - Anchor Counseling Services: Alcohol and drug counselors are available to meet with students to address questions, issues, and concerns related to alcohol, marijuana, tobacco, other drugs, gambling, and other addictive/compulsive behaviors. Check in with us for yourself, or for a friend.

[County of Santa Barbara Behavioral Wellness](#)

24 hr Crisis Response and Services Access Line: 888-868-1649

An array of services is provided countywide for adults, children and transition-age youth. The Department of Behavioral Wellness serves persons with mental health and/or alcohol and substance use conditions and individuals experiencing mental health crises. Services are provided on an inpatient, outpatient and crisis basis.

Federal and National Hotlines

Issue	Hotline	Contact
Mental Health / Crisis Support	988 Suicide & Crisis Lifeline	Call or Text 988 (Wikipedia , American Addiction Centers)
Substance Abuse / Addiction Help	SAMHSA National Helpline	1-800-662-HELP (4357) (USAGov , SAMHSA)
Youth Crisis (Teen-to-Teen)	Youthline (CA)	Call: 877-968-8491 / Text: 'teen2teen' to 839863 (Wikipedia)
Veterans in Crisis	Veterans Crisis Line	Call 988, Press 1 (Wikipedia)

These services are discreet and available by appointment. Telehealth options are also offered.