

## Local Universities

University	Marijuana Policies
San Diego State University (SDSU)	<ul style="list-style-type: none"> <li>- <b>Policy</b> <ul style="list-style-type: none"> <li>- SDSU <u>does not permit the possession or use of marijuana even with a medical recommendation.</u></li> </ul> </li> <li>- <b>Consequences</b> <ul style="list-style-type: none"> <li>- Any university <u>student</u> may be <u>expelled, suspended, or placed on probation</u> for violating university regulations regarding alcohol or drugs.</li> <li>- A federal or state drug conviction for possession, sale, or conspiring to sell illegal drugs can <u>affect a student's eligibility to receive federal student financial aid</u>, including loans, grants, and work study. If the offense occurs while the student is receiving federal student financial aid, the student will lose aid eligibility for a certain period of time.</li> </ul> </li> <li>- <b>Testing</b> <ul style="list-style-type: none"> <li>- All student athletes consent to drug testing.</li> </ul> </li> <li>- <b>Source</b> <ul style="list-style-type: none"> <li>- "University Policies" section of the 2012-2013 General Catalogue (<a href="http://csrr.sdsu.edu/substance-abuse.html">http://csrr.sdsu.edu/substance-abuse.html</a>)</li> </ul> </li> </ul>
Cal State San Marcos (CSUSM)	<ul style="list-style-type: none"> <li>- <b>Policy</b> <ul style="list-style-type: none"> <li>- The CSUSM campus has been designated "Drug Free." The possession, sale, manufacture or distribution of any controlled substance is illegal under the law and a violation of University policy. There is <u>no exception for medical marijuana!</u></li> </ul> </li> <li>- <b>Consequences</b> <ul style="list-style-type: none"> <li>- Any <u>student</u> at Cal State San Marcos may be <u>expelled, suspended, placed on probation or given a lesser sanction</u> for violating University policies and campus regulations.</li> <li>- <u>Employees</u> found to be in violation of the University Policy on a Drug Free Campus may be: (a) <u>subject to corrective or disciplinary action</u>, up to and including termination or, (b) at the discretion of the University, required to satisfactorily <u>participate in a drug abuse assistance or rehabilitation program.</u></li> </ul> </li> <li>- <b>Testing</b> <ul style="list-style-type: none"> <li>- <u>Pre-employment testing for specified positions</u> relating to peace officer/safety duties and/or operation of equipment will be required.</li> <li>- Additionally, testing <u>may be required if there is a reasonable belief</u> that an <u>employee, student or visitor</u> is under the influence of a controlled substance.</li> </ul> </li> <li>- <b>Source</b> <ul style="list-style-type: none"> <li>- "Disclosure of Campus Security Policies": <a href="http://www.csusm.edu/police/Clery.pdf">http://www.csusm.edu/police/Clery.pdf</a></li> <li>- "Drug Free Campus" Policies:</li> </ul> </li> </ul>

	<a href="http://www.csusm.edu/policies/active/documents/drug_free_campus.html">http://www.csusm.edu/policies/active/documents/drug_free_campus.html</a>
University of California, San Diego (UCSD)	<ul style="list-style-type: none"> <li>- <b>Policy</b> <ul style="list-style-type: none"> <li>- Federal law, California State Law, and University policies <u>prohibit the possession, solicitation, procurement, sale, or manufacture</u> of narcotics or controlled substances. Additionally, the <u>possession of drug paraphernalia is prohibited</u> in or around all residential facilities.</li> </ul> </li> <li>- <b>Consequences</b> <ul style="list-style-type: none"> <li>- If the use of a controlled substance can be detected, or if a student is known or is suspected to be in <u>possession, using, or distributing</u> drugs, <b>including medical marijuana</b>, or in possession of drug-related paraphernalia, the <u>student is subject to charges of misconduct and/or criminal action.</u></li> </ul> </li> <li>- <b>Testing</b> <ul style="list-style-type: none"> <li>- The NCAA has approved <u>year-round drug testing</u> in every sport [for <u>student athletes</u>]. Student-athletes may be tested during the summer, and the NCAA has made arrangements for testing sites around the world</li> </ul> </li> <li>- <b>Source</b> <ul style="list-style-type: none"> <li>- Biennial Review of UC San Diego’s Alcohol and Other Drug Programs (2010-2012): <a href="http://studenthealth.ucsd.edu/pdfdocs/biennialreport20102012.pdf">http://studenthealth.ucsd.edu/pdfdocs/biennialreport20102012.pdf</a></li> </ul> </li> </ul>

## Government

Employer	Drug Testing Policy
Department of Defense (military & civilian)	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- Random drug testing <ul style="list-style-type: none"> <li>- Civilian and military personnel are subject to <u>random drug testing</u>. In 2011, approximately 66% of Armed Services personnel who tested positive for illicit substances were tested positive for marijuana.</li> </ul> </li> <li>- Source: <a href="http://prhome.defense.gov/rfm/readiness/DDRP/civ_drug_testing.aspx">http://prhome.defense.gov/rfm/readiness/DDRP/civ_drug_testing.aspx</a></li> </ul>
All Federal Government	<ul style="list-style-type: none"> <li>- Pre-employment testing <ul style="list-style-type: none"> <li>- “Federal government agencies are authorized to test any employment applicant for illegal drug use.”</li> </ul> </li> <li>- Reasonable suspicion testing during employment <ul style="list-style-type: none"> <li>- “Federal government agencies are also authorized to <u>test employees</u> for illegal drug use if there is <u>reasonable suspicion</u> that the employee may be using illegal drugs. Employees may receive 60 days notice prior to a drug test.”</li> </ul> </li> <li>- Source: <a href="http://workplace.samhsa.gov/fedpgms/files/executive_order.pdf">http://workplace.samhsa.gov/fedpgms/files/executive_order.pdf</a></li> </ul>
State of California Department	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> </ul>

of Parks and Recreation	<ul style="list-style-type: none"> <li>- Random drug testing during employment</li> <li>- Source: <a href="http://www.calhr.ca.gov/employees/Pages/drug-testing-main.aspx">http://www.calhr.ca.gov/employees/Pages/drug-testing-main.aspx</a></li> </ul>
Other State of California	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- Reasonable suspicion drug testing for employees in sensitive positions <ul style="list-style-type: none"> <li>- Note: Many positions are sensitive positions because drug use could affect employees' performance and safety in most positions.</li> </ul> </li> <li>- Source: <a href="http://www.calhr.ca.gov/employees/Pages/drug-testing-main.aspx">http://www.calhr.ca.gov/employees/Pages/drug-testing-main.aspx</a></li> </ul>
San Diego County	<ul style="list-style-type: none"> <li>- Pre-employment drug testing <ul style="list-style-type: none"> <li>- "Appointment to County service is contingent upon successful completion of pre-employment medical examinations which includes drug and alcohol screening."</li> </ul> </li> <li>- Source: <a href="http://www.sdcounty.ca.gov/hr/faqs.html#Testing">http://www.sdcounty.ca.gov/hr/faqs.html#Testing</a></li> </ul>
City of San Diego	<ul style="list-style-type: none"> <li>- Pre-employment drug testing <ul style="list-style-type: none"> <li>- "A positive test for alcohol, illegal drugs or inadequately explained prescription drugs, misrepresentation, falsification, or omission of pertinent facts in any step of the screening/selection process may be cause for disqualification and/or termination of employment."</li> </ul> </li> <li>- Source: <a href="http://www.sandiego.gov/empopp/apptest/require.shtml">http://www.sandiego.gov/empopp/apptest/require.shtml</a></li> </ul>

## Transportation/ Logistics

Employer/ Position	Drug Testing Policy
Driver/ pilot/ train conductor (airlines, Amtrak, bus services, trucking, etc.)	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- Random drug testing <ul style="list-style-type: none"> <li>- The Department of Transportation requires that anyone who drives a commercial vehicle (truck, bus, train, etc.) is subject to random drug testing.</li> </ul> </li> <li>- Source: <a href="http://www.calhr.ca.gov/employees/Pages/drug-testing-random-dot.aspx">http://www.calhr.ca.gov/employees/Pages/drug-testing-random-dot.aspx</a></li> </ul>
San Diego Unified Port District	<ul style="list-style-type: none"> <li>- Pre-employment drug testing (this announcement was for an analyst position, but the drug screening likely applies to other positions) <ul style="list-style-type: none"> <li>- "Job offer is contingent on candidate testing drug free during the pre-employment medical examination and signing the Drug-Free Pledge as required by the Drug-Free Workplace Act of 1988."</li> </ul> </li> <li>- Source: <a href="http://www.portofsandiego.org/public-documents/doc_view/2137-senior-business-intelligence-analyst-aug09.html">http://www.portofsandiego.org/public-documents/doc_view/2137-senior-business-intelligence-analyst-aug09.html</a>.</li> </ul>

## Entertainment

Employer/ Position	Drug Testing Policy
Sea World	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- “Candidates for employment are required to submit to a substance abuse test for the presence of illegal substances.”</li> <li>- Source: <a href="https://careers.seaworldparks.com/Scripts/Home/FAQ.aspx">https://careers.seaworldparks.com/Scripts/Home/FAQ.aspx</a></li> </ul>
San Diego Zoo	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- “All applicants must pass a drug screening”</li> <li>- Source: <a href="http://www.sandiegozoo.org/jobs/working_at_the_zoo.html">http://www.sandiegozoo.org/jobs/working_at_the_zoo.html</a></li> </ul>

## Hotels

Employer/ Position	Drug Testing Policy
Hilton	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- “Post offer, pre employment drug screening and criminal background checks are required for all positions.”</li> <li>- Source: <a href="http://www.linkedin.com/company/hilton-san-diego-bayfront">http://www.linkedin.com/company/hilton-san-diego-bayfront</a></li> </ul>
Westgate Hotels	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- “All new hires will be subject to pre-employment drug-screening.”</li> <li>- Source: <a href="http://www.westgatehotel.com/contact-us/employment">http://www.westgatehotel.com/contact-us/employment</a></li> </ul>
Rancho Valencia Resort and Spa	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- “A drug test upon job offer and a criminal background check and reference checks are pre-requisites of employment.”</li> <li>- Source: <a href="http://www.ranchovalencia.com/about/san-diego-resort-careers">http://www.ranchovalencia.com/about/san-diego-resort-careers</a></li> </ul>

## Food & Restaurant

Employer/ Position	Drug Testing Policy
Stone Brewing Company	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- “Pre-employment background check, drug screening, and physical are required.”</li> <li>- Source: <a href="http://www.stonebrewing.com/jobs/">http://www.stonebrewing.com/jobs/</a></li> </ul>
Grande Colonial (NINE-TEN Bar)	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- “The Grande Colonial and NINE-TEN Restaurant and Bar are drug free workplaces. A successful completion of a pre-employment drug screening and background check is required.”</li> </ul>

	- Source: <a href="http://sandiego.craigslist.org/nsd/fbh/3854575148.html">http://sandiego.craigslist.org/nsd/fbh/3854575148.html</a>
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## Retail

Employer/ Position	Drug Testing Policy
Macy's	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- "Associates are also subject to pre-employment drug testing."</li> <li>- Source: <a href="http://hr.macys.net/magonline/ajax.aspx?id=239">http://hr.macys.net/magonline/ajax.aspx?id=239</a></li> </ul>
Best Buy	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- "All applicants who have received a conditional offer of employment are required to submit to a pre-employment drug test and must receive a negative result as a condition of employment."</li> <li>- Source: <a href="http://www.bestbuy-jobs.com/sites/bestbuy/pdf/Best-Buy-Pre-Employment-Drug-Testing-Policy.pdf">http://www.bestbuy-jobs.com/sites/bestbuy/pdf/Best-Buy-Pre-Employment-Drug-Testing-Policy.pdf</a></li> </ul>

## Health Care

Employer/ Position	Drug Testing Policy
United Health Group	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- "Your formal offer will be contingent upon passing our required background checks and drug tests."</li> <li>- Source: <a href="http://careers.unitedhealthgroup.com/getting-hired/our-hiring-process.aspx">http://careers.unitedhealthgroup.com/getting-hired/our-hiring-process.aspx</a></li> </ul>
San Diego Home Caregivers	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- "Every Caregiver that works for San Diego Home Caregivers must pass a rigorous background check and drug screening."</li> <li>- Source: <a href="http://www.sandiegohomecaregivers.com/">http://www.sandiegohomecaregivers.com/</a></li> </ul>

## Other

Employer/ Position	Drug Testing Policy
San Diego Pet Training (animal care)	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- "I understand that my employment may be contingent on passing a drug test and verification of my right to work in the United States."</li> <li>- Source: <a href="http://www.sdpettraining.com/sdpt-job-application.doc">www.sdpettraining.com/sdpt-job-application.doc</a></li> </ul>
Goodwill Industries	<ul style="list-style-type: none"> <li>- Pre-employment drug testing</li> <li>- "If you are offered a job you will be required to submit to a drug test and background check."</li> </ul>

	<ul style="list-style-type: none"> <li>- Source: <a href="https://www.sdgoodwill.org/p_40.html">https://www.sdgoodwill.org/p_40.html</a></li> </ul>
San Diego Gas and Electric	<ul style="list-style-type: none"> <li>- Pre-employment drug testing <ul style="list-style-type: none"> <li>- "All offers of employment at SDG&amp;E are contingent upon candidates passing a background check and drug screen."</li> </ul> </li> <li>- Source: <a href="http://www.sdge.com/careers/frequently-asked-questions">http://www.sdge.com/careers/frequently-asked-questions</a></li> </ul>
Kitchen & Bath Experts (construction/ home improvement)	<ul style="list-style-type: none"> <li>- Pre-employment drug testing <ul style="list-style-type: none"> <li>- "Each employee, as a condition of employment, will be required to participate in pre-employment, pre-duty, periodic, random, post-accident, reasonable suspicion, return-to-duty and follow-up testing upon selection or request of management."</li> </ul> </li> <li>- Source: <a href="http://www.kitchenandbatheexperts.com/drug-free-policy/index.html">http://www.kitchenandbatheexperts.com/drug-free-policy/index.html</a></li> </ul>