

Attachment B

Talking Points for Staff to Use with Students not Covered by Job Corps' Strategy to Prevent Unwarranted Disciplinary Action Due to Residual THC Concentrations

As you know, Job Corps has recently updated its Zero Tolerance policy for marijuana use.

- It is very important to note that Job Corps is still a DRUG and ALCOHOL-FREE program.
- This change has long been requested by students, staff, and parents. We listened to the needs and requests of all audiences and are responding appropriately.
- We believe our new policy will help us better meet students wherever they may be in their own journeys and provide them with the platform and opportunity to make a change in their lives.
- Our new policy is science-based and allows us to provide more equitable access to our program and services.
- The new policy was effective for new students entering the program on or after February 13, 2024. Students enrolled before that date are not affected by the new policy.
- The new zero tolerance marijuana policy looks like this:
 - When students enter Job Corps, they will still be drug tested.
 - If the results are positive, they will still enter prevention and education services.
 - Upon re-testing between day 37 and 40, if there is at least a 50% reduction in THC levels, that will be considered a negative test.
 - The previous test result will be considered to be due to drug use prior to enrollment. The student will stay in the program and receive relapse prevention services.
- Our new, student-centered policy will no longer penalize students for past marijuana use prior to enrolling in Job Corps.
- We believe these changes will allow us to better serve as many students as we can, and it means our policy will now screen students *into* the program rather than *out* of it.
- We want to be able to help students who want to be in Job Corps and are drug-free, and we believe our policy helps us reach that goal.
- We acknowledge that the timing of this new policy may be very frustrating for current students.
- If you are a student who falls under the previous policy, and you're facing separation, Center staff will work with you to ensure that you're aware of your appeal rights and aware of the program's readmission policies.
- Our drug policies regarding all other drugs remains unchanged.