

FOUNDATIONS AND BASIC COMMITMENTS

CODE: ADB/ADC
RULES/PROCEDURES

DRUG FREE WORKPLACE/TOBACCO FREE SCHOOLS

The district prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, as that term is defined in federal statute to be “in the workplace or at any school related event.” An employee need not be legally intoxicated to be considered “under the influence” of a controlled substance.

Employees who violate this prohibition may be referred to drug counseling programs, drug rehabilitation programs, or employee assistance programs, or may be terminated from employment with the district.

As a condition of employment with the district, each employee shall abide by the terms, requirements and prohibitions set forth in this policy and shall notify the district of any criminal drug statute conviction for violation occurring in the workplace no later than five (5) days after the conviction.

Within thirty (30) days of receiving a notice of conviction for a drug statute violation occurring within the workplace, the district shall take appropriate personal action against the employee up to and including termination, or require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purpose by a federal, state, or local health agency, law enforcement agency, or other appropriate agency.

Any student found in violation of this policy will be subject to disciplinary action, which could result in suspension, expulsion, and/or be subjected to prosecution under appropriate state statutes. However, if a student is found in violation of this policy and is not suspended/expelled for said violation the student will continue their attendance with the district without prejudice, after successful completion of an approved alcohol/drug rehabilitation program, at the student’s expense.

REVISED PROCEDURE

ADOPTION DATE: SEPTEMBER 26, 1990

REVIEW DATE: APRIL 11, 2017