

### USE OF ALCOHOL AND ILLEGAL CHEMICAL SUBSTANCE BY EMPLOYEES

**PURPOSE:** To prohibit the possession and/or use of alcohol, or illegal chemical substances and lawful substances used for an abusive purpose while on duty or on District property and to provide authority to the superintendent to establish procedures for drug and alcohol testing of employees and applicants under certain circumstances.

Employees may not use, possess, distribute, purchase, sell, or be under the influence of alcohol or illegal chemical substances or lawful drugs being used for an abusive purpose.

District policy and relevant regulations apply to all employees of the District, regardless of position, title, or seniority. The Board recognizes that all employees have certain personal rights guaranteed by law. This policy is intended to protect those rights.

The superintendent is authorized and directed to promulgate and keep current, in accordance with applicable law, regulations for drug and alcohol testing of employees and applicants.