

DRUG FREE WORKPLACE

It is the policy of the New Hanover County Board of Education that a drug-free workplace shall be maintained at all times. The Board prohibits the manufacture, distribution, dispensing, possession, or use of alcohol, any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroids, alcohol, counterfeit substances or any other controlled substance as defined in Chapter 90, Article 5 of the Controlled Substances Act schedules I through V of section 202 of the Controlled Substances Act or any other controlled substances, as defined by the North Carolina General Statutes Chapter 90, Article 5, while on New Hanover County Public School's property, including buses and any other school system operated vehicles and/or while attending any school activity, function or event either on or off the school grounds.

Employees convicted of any criminal drug statute violation shall notify their principal or supervisor immediately. The principal or supervisor shall immediately notify the Director of Human Resources.

Information about drug and alcohol rehabilitation services is available through the Employee Assistance Program (EAP) and other resources. Employees who voluntarily seek services shall be assured that applicable standards of confidentiality will be observed.

Violation of this Policy will subject an employee to personnel action which could result in non-renewal or termination of employment with the school system or the requirement that the employee participate satisfactorily in a drug or alcohol abuse assistance or rehabilitation program approved by the Board. Information concerning available counseling, rehabilitation and re-entry programs will be provided to employees.

The provisions of this Policy will not apply if a drug is being taken as prescribed by a physician.

Each employee shall be notified of this Policy through the Division of Human Resources.

In compliance with federal laws, New Hanover County Schools administers all educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability or gender, except where exemption is appropriate and allowed by law.

LEGAL REFS: NCGS §20-138.2B, NCGS §115C-36, NCGS Chapter 90, Article 5

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