



Boulder Valley School District
File: GBEB-1
Adopted: August 23, 1990

DRUG-FREE WORKPLACE

The unlawful manufacture, distribution, dispensing, possession, or use of alcohol, controlled substances, and illicit drugs is prohibited on the premises or as part of any school activity of the Boulder Valley School District No. RE-2. Illicit drug use is the use of illegal drugs and the abuse of alcohol and other drugs, including anabolic steroids. Controlled substances are drugs specifically identified and regulated under federal law and include, but are not limited to, opiates, narcotics, cocaine, amphetamine, and other stimulants, depressants, hallucinogenic substances, and marijuana. This policy shall apply to all School District employees.

In order to promote a healthy environment for students, the use, as well as the abuse, of alcohol is prohibited on District premises or as part of any activity involving students.

Observance of this policy is a condition of employment. A violation shall subject the employee to appropriate disciplinary action, up to and including termination and referral for prosecution. Disciplinary action will be taken in accordance with applicable Board policies. In appropriate circumstances, disciplinary sanctions may include the completion of an approved drug or alcohol abuse assistance or rehabilitation program.

The Superintendent shall implement a drug and alcohol prevention program to inform employees about:

1. The dangers of drug and alcohol abuse;
2. The Board's policy of maintaining a drug and alcohol-free workplace;
3. Available drug and alcohol counseling, rehabilitation, and employee assistance programs;
4. Penalties that may be imposed upon employees for drug or alcohol use or abuse in violation of this policy.

This information shall be communicated to employees in an appropriate manner on an annual basis. The Superintendent shall ensure that each employee is provided a copy of this policy, and Policy GCPD or GDPD, as appropriate, and related regulations describing disciplinary sanctions that may be imposed for violation of this policy. In addition, all employees who work under a specific contract or grant that is federally funded shall acknowledge receipt of this policy and related information.

Pursuant to law, any employee who is convicted or pleads *nolo contendere* under any criminal drug statute for a violation occurring in the workplace shall notify the Superintendent no later than five days after the conviction or entry of the plea. The District has an obligation under federal law to notify the appropriate federal agency within ten days after receiving notice of such conviction or plea if there is a relationship between federal funds received by the District and the convicted employee's work site.

The Board shall conduct a biennial review of its drug and alcohol abuse prevention program to determine its effectiveness, to implement required changes, and to ensure that disciplinary sanctions are consistently enforced.

LEGAL REFS.:

Public Law 100-690, 201 Stat. 4304 (1988)

Public Law 101-226

Drug-Free Schools and Communities Act Amendments of 1989

20 U.S.C. 3221 (definition of "illicit drug use" and "drug abuse prevention program")

20 U.S.C. 3224a (certification of drug and alcohol abuse prevention programs)

21 U.S.C. 812 (definition of "controlled substance")

Drug-Free Workplace Act of 1988, 41 U.S.C. 701, 702

C.R.S. 22-32-110(1)(h)

C.R.S. 22-63-111-116

CROSS REFS.:

GCPD, Suspension and Dismissal of Teachers (And Contract Nonrenewal)

GDPD, Suspension and Dismissal of Support Staff Members

End of File: GBEB-1