

Personnel**Mandatory Drug and Alcohol Testing**

In order to enforce Board Policy 5.50, the District may require individuals to undergo drug and alcohol testing, including urinalysis, blood tests or other appropriate tests and, where appropriate, searches of all areas of the District property, in the following circumstances and/or for the following reasons:

- **Pre-Employment Screening Offers of Employment:** all prospective new hires of the District (both union and non-union) must undergo medical screening for drugs, as described in *Board Policy 5.50 Personnel; Drug and Alcohol Free Workplace*, at a health facility selected or approved by the District. Failure to successfully and timely complete a drug and controlled substance screening test or to provide consent for testing will be deemed a withdrawal of the candidate's application for employment. In appropriate circumstances, the District may, in its sole discretion, authorize a retest.
- **Reasonable Suspicion:** Employees may be required to submit to drug/alcohol screening if the District has a reasonable suspicion that they have violated any of the rules set forth in Board Policy 5.50. Reasonable suspicion may arise from, among other factors, supervisory observation, co-worker reports or complaints, performance decline, attendance or behavioral changes, errors in judgment or negligence, results of drug searches or other detection methods.
- **Post-Accident:** Any employee involved in an on-the-job accident, work-related vehicular accident, or workplace injury under circumstances that suggest possible use or influence of drugs or alcohol in the accident or injury event may be asked to submit to a drug and/or alcohol test. An employee's involvement is not strictly limited to the person who was or could have been injured, but also any employee who potentially contributed to the accident or injury event in any way.
- **Random:** Employees may be selected at random for drug and/or alcohol testing when required by state or federal law or regulation.

In the event an employee is required to undergo reasonable suspicion or post-accident testing, the employee must accompany his/her supervisor, a member of administration or an appropriate designee of one of such persons to a health facility selected or approved by the District immediately upon receiving notice that such testing is required. Testing will occur at a health facility approved by the District.

Prospective new hires and employees are required to cooperate with any required testing. Refusal or failure to cooperate will be treated the same as a positive test result. Refusal or failure to cooperate will include without limitation refusal to go to the designated collection site when directed to do so, refusal to provide a required sample, failure to follow directions in providing the sample; refusal to execute any authorizations or consents necessary for the

test to be conducted and its results to be reported to District; and/or providing an adulterated or dilute sample.

Failure to comply with this policy may result in disciplinary action, up to and including termination.

CROSS REF.:

LEGAL REF.: Drug-Free Workplace Act of 1988, 41 U.S.C. §8101 et seq.
Safe and Drug-Free School and Communities Act of 1994, 20
U.S.C. §7101 et seq. Drug-Free Workplace Act, 30 ILCS 580/1 et
seq.
Controlled Substances Act, 21 U.S.C. §812; 21 C.F.R. 1308.11 –
1308.15.
Drug Free School and Communities Act Amendments of 1989, 20
U.S.C. §3171 et seq.
Compassionate Use of Medical Cannabis Pilot Program, 410 ILCS
130/1 et. seq.

Adopted: July 31, 2002
Revised: April 14, 2015