

## Personnel – Certified/Non-Certified

### Drug-Free Workplace

The Amity Regional School District No. 5 (ARSD) Board of Education (Board), working with the Superintendent, will provide a drug-free workplace in accordance with the Drug-Free Workplace Act of 1988, the Drug-Free School and Communities Act of 1994, and its implementing regulations. The Board certifies that it will:

1. Notify all employees in writing that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the ARSD workplace and specify the actions that will be taken against employees for violation of such prohibitions.
2. Make it a requirement that each employee whose employment is funded by a federal grant be given a copy of the statement concerning a drug-free workplace.
3. Notify the employee in the required statement that as a condition of employment under the grant, the employee will abide by the terms of the statement, and will notify ARSD of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
4. Notify the federal agency within ten days after receiving notice from an employee or otherwise receiving notice of such conviction.
5. Take one of the following actions within 30 days of receiving notice with respect to any employee who is so convicted: take appropriate personnel action against such an employee up to and including termination or require such employee to participate satisfactorily in a drug rehabilitation program approved for such purposes by a federal, state, or local health law enforcement or other appropriate agency.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of all the provisions of this policy.

Legal Reference: Connecticut General Statutes  
Controlled Substances Act, 21 U.S.C. §812; 21 C.F.R. 1308.11-1308.15  
Drug-Free Workplace Act of 1988, 41 U.S.C. §701 et. seq.  
Drug-Free Schools and Community Act, P.L. 99-570, as amended by P.L. 101-226 (199)  
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.  
Drug-Free Workplace Requirements for Federal Grant and Recipients 41 U.S.D. 8103.