

**Lower Merion School District**

Policy No.:	321
Section:	EMPLOYEES
Title:	DRUG-FREE WORKPLACE
Date Adopted:	8/21/89
Date Last Revised:	Second Reading for Revision 5/17/21

**321 DRUG-FREE WORKPLACE**

The unlawful manufacture, dispensing, distribution, possession or use of controlled substances the possession of which is unlawful under federal or state law by employees while engaged in work for the District, regardless of location, is prohibited. Any employee of the District who is convicted of delivery or possession of a controlled substance with the intent to deliver, as prohibited by federal or state law will be subject to disciplinary action, to include suspension without pay and/or termination.

In addition, any activity involving controlled substances by employees of the District may result in personnel action or discipline. Such action or discipline may include but not be limited to a reprimand, suspension with or without pay, and/or termination.

Any employee who violates this Policy, in addition to the disciplinary action indicated, may be required to participate in an approved drug abuse assistance or rehabilitation program, which shall be approved for such purposes by a federal, state or local law enforcement agency.

This Policy applies to all employees of the District, regardless of the location of employment.

For the purpose of this Policy, "controlled substances" shall be defined as in the accompanying regulation.

**Legal References:**

P.L. 100-690

P.S. 35 §780-101 et seq.

S.C. 527