

DRUG-FREE WORKPLACE

522.1

The manufacture, distribution, dispensing, selling, purchasing, possession, use, or being under the influence of a controlled substance; alcohol or alcoholic beverages; drug paraphernalia (as defined in State Statute 961.571); tobacco including electronic vaping devices or any other substance that causes intoxication or results in mind or mood alterations, including deliberate use of over-the-counter or non-FDA approved substances for this purpose by an employee in the workplace shall be strictly prohibited. "Workplace" includes any school building or District property; any District-owned vehicle or any other District-approved vehicle used to transport students to and from school or District activities; or, off District property during any District-sponsored or District-approved activity, event or function where students are under the jurisdiction of the District. This prohibition does not apply to any substance prescribed for individual consumption by a licensed medical practitioner. "Look alike drugs" shall be considered the same as controlled substances for the purposes of this policy and related policies. Further the consumption, displaying or selling any tobacco products, tobacco-related devices, or electronic cigarettes at any time on school property or at off-campus, school-sponsored events shall be strictly prohibited. Electronic cigarettes means any oral device that provides a vapor of liquid nicotine, and/or other substance, and the use or inhalation of which simulates smoking, including, e-cigarettes, e-cigars, e-pipes, e-hookahs, vaping devices or devices under any other product name or descriptor. A Juule is one example of a vaping device. "Under the influence" means any measure above .00 using any device or means."

All employees shall be expected to abide by provisions of this policy. In addition, employees engaged in the performance of a grant which is received directly from the federal government shall notify the superintendent of any criminal drug statute conviction occurring in the workplace within five days of such conviction. The superintendent shall notify the appropriate federal agency of the conviction.

Any employee who violates this policy shall be subject to disciplinary action in accordance with provisions of the current employment guidelines or other procedures established by the Board. Violation of this policy shall result in disciplinary action, up to and including termination of employment with the district. In addition, referral for prosecution will be imposed on employees who violate the law.

Legal Ref.: Chapter 961 Wisconsin Statutes
Drug Free Workplace Act of 1988 34 CFT Part 85, Subpart F (Regulations
Implementing Drug Free Workplace Act)

Cross Ref.: 443.3, Use and Possession of Tobacco Products
443.4, Drug Free Schools

Adopted: 9/10/90

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Waunakee Community School District