

Drug Free Workplace

Student, student teacher, and employee safety is a paramount concern to the School Board. Employees under the influence of alcohol, drugs, tobacco, or controlled substances are a serious risk to themselves, students, and other employees. The Board hereby institutes this policy as a part of its continuous effort to maintain a drug-free workplace in Bon Homme School District.

The unlawful manufacture, distribution, sale, dispensation, possession, or use of a controlled substance anywhere in Bon Homme Schools workplace or at any activity, on or off school grounds, sponsored by the district is prohibited. Employees and student teachers are also prohibited from the use of alcohol, tobacco, or being under the influence of alcohol on any school property or at any activity in which Bon Homme students are participants. Any employee or student teacher who violates this policy will be subject to disciplinary action which may include dismissal.

The violation of a State or Federal Criminal Drug Law by an action in the workplace or while engaged in employment is prohibited. Any employee or student teacher who is convicted of a violation of a Criminal Drug Law must notify his/her immediate supervisor within five days of such conviction if the conviction resulted from an act committed at the workplace. The Superintendent will provide notice of such conviction to the United States Department of Education within ten days after the Superintendent receives notice from the employee. Within 30 days of receipt of the notice of violation by the employee, the district shall discipline the convicted employee which may include dismissal or a requirement that he/she complete a Government-Approved Drug Rehabilitation Program.

Each employee or student teacher shall be given a copy of this notice each year and compliance with it is a condition of employment in the district. Each employee will also receive some instruction on the dangers of drug abuse in the workplace, the availability of drug counseling, rehabilitation, and other assistance programs in the area.

School employees or student teachers who use alcohol, consume alcoholic beverages, or illegal drugs on school property and/or before a school activity will not be allowed on school property or to participate in school activities and will be subject to disciplinary action.

Legal Reference: Public Law 100-690

Adopted: August 14, 1989

Revised: July 8, 1996; March 8, 2010; July 14, 2014