

A. W. BEATTIE CAREER CENTER

SECTION: EMPLOYEES

TITLE: DRUG AND SUBSTANCE ABUSE

ADOPTED: March 29, 2005

REVISED: April 23, 2015

APPROVED: May 28, 2015

351. DRUG AND SUBSTANCE ABUSE	
<p>1. Purpose</p>	<p>The Joint Operating Committee (JOC) recognizes that the misuse of drugs by administrative, professional and classified employees is a serious problem with legal, physical and social implications for the whole school community and is concerned about the problems that may be caused by drug use by district employees, especially as the use relates to an employee's safety, efficiency and productivity.</p> <p>The primary purpose and justification for the Career Center action will be for the protection of the health, safety and welfare of students, staff and Career Center property.</p>
<p>2. Definitions 34 P.S. Sec. 780-101 et seq</p>	<p>Drugs - shall be defined as those outlined in the Controlled Substance, Drug, Device and Cosmetic Act.</p>
<p>41 U.S.C. Sec. 706</p>	<p>Conviction - A Finding of guilt, including a plea of nolo contendere, imposition of sentence, or both by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statute.</p>
<p>41 U.S.C. Sec. 706</p>	<p>Criminal Drug Statute - A federal or state criminal statute involving the manufacture, distribution, dispensing, use or possession of any controlled substance.</p>
<p>41 U.S.C. Sec. 706</p>	<p>Drug-free Workplace - The site for the performance of work at which employees are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance.</p>
<p>3. Authority 41 U.S.C. Sec. 702</p>	<p>The JOC requires that each administrative, professional and classified employee be given a copy of this policy and notification that, as a condition of employment, the employee will abide by the terms of this policy and notify the Career Center of any criminal drug statute conviction for a violation occurring in the workplace no later that 72 hours after such conviction.</p>

<p>SC 527</p> <p>4. Delegation of Responsibility 41 U.S.C. Sec. 702, 703</p> <p>41 U.S.C. Sec. 702</p> <p>41 U.S.C. Sec. 702, 703</p> <p>41 U.S.C. Sec. 702</p> <p>41 U.S.C. Sec. 702</p>	<p>Any employee convicted of delivery of or possession of a controlled substance with the intent to deliver shall be terminated from his/her employment with the Career Center.</p> <p>A statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the employee's workplace shall be provided by the Executive Director or designee and shall specify the actions that will be taken against the employee for violation of this policy, up to and including termination and referral for prosecution.</p> <p>Within ten (10) days after receiving notice of the conviction of a Career Center employee, the Career Center shall notify any federal agency or department that is the grantor of funds to the Career Center.</p> <p>The Career Center shall take appropriate personnel action within thirty (30) days of receiving notice against any convicted employee up to and including termination, or require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health, law enforcement, or other appropriate agency.</p> <p>In establishing a drug-free awareness program, the Executive Director or designee shall inform employees about:</p> <ol style="list-style-type: none"> 1. Dangers of drug abuse in the workplace. 2. JOC's policy of maintaining a drug-free workplace. 3. Availability of drug counseling, drug rehabilitation, and employee assistance programs. 4. Penalties that may be imposed for drug abuse violations occurring in the workplace. <p>The Career Center shall make a good faith effort to continue to maintain a drug-free workplace through implementation of this policy.</p> <p>References:</p> <p>School Code - 24 P.S. Sec. 527</p> <p>PA Controlled Substance, Drug, Device and Cosmetic Act - 35 P.S. Sec. 780-101 et seq.</p> <p>Drug-Free Workplace Act - 41 U.S.C. Sec 701 et seq.</p> <p>Board Policy - 317</p>
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