

DALEVILLE CITY BOARD OF EDUCATION

DRUG-FREE WORKPLACE POLICY STATEMENT

Drug abuse and use at the workplace are subjects of immediate concern in our society. These problems are extremely complex ones of which there are no easy solutions. From a safety perspective, the users of drugs may impair the well-being of students, fellow employees, and the public. Therefore, it is the policy of the Daleville City Board of Education that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the system workplace is prohibited. Any employee violating this policy will be subject to disciplinary action, including termination of employment. The specifics of this policy are:

1. Daleville City Board of Education does not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers controlled substances while on the job or on the premises will be subject to disciplinary action, including termination of employment.
2. The term "controlled substance" means any drug listed in 21 U.S.C. Section 812 and other federal regulations. Generally, these are drugs which have high potential for abuse. Such drugs include but are not limited to heroin, marijuana, PCP, cocaine and "crack." They also include "legal drugs" which are not prescribed by a licensed physician.
3. Each employee is required by the Drug-Free Workplace Act of 1988 to inform the Superintendent of Education, Daleville City Board of Education, within five (5) days after he or she is convicted for a violation of any federal or state criminal drug statute where such violation occurred on school system premises or during supervision of the school system's students. A conviction means a finding of (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal or state court.
4. The Superintendent of Education must notify the U. S. Department agency by which the grant was made within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of such conviction.
5. If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to disciplinary action. Alternatively, the system may require the employee to successfully finish a drug abuse program sponsored by an approved private or governmental institution.
6. As a condition of further employment on any federal government grant, the Act requires all employees to abide by this policy.

The Drug-Free Workplace Act of 1988 is part of Public Law 100-690. It is designed to deal comprehensively with the nation's problem of drug abuse. The Act requires the contractors and grantees of federal agencies to certify that they will provide a drug-free workplace. The federal grantee is required to make such a certification before receiving a contract or grant from a federal agency. The penalty to the system for noncompliance can be as severe as the loss of federal grants for a period of five (5) years. The requirements of this Act affect the Daleville City Board of Education in that the system is a federal grantee receiving direct federal funds.

The Drug-Free Workplace Act of 1988 requires the Daleville City Board of Education to do the following:

- Publish a Policy Statement
- Communicate this policy to its employees
- Establish a drug-free awareness program
- Notify the federal granting agency of any employee's conviction for any drug-related violation on the system's premises
- Impose a sanction on any convicted employee
- Make a good faith effort to continue to maintain a drug-free workplace

This Act covers only on-the-job use.

This Act does not require drug testing of employees.

Community agencies that provide assistance include:

Spectra Care
134 Katherine Avenue
Ozark, AL 36360
334-774-9112

Southeast AL Medical Center
Hwy 84E and Ross Clark Circle
Dothan, AL 36301
334-793-8858

Dothan Drug & Alcohol Rehab
1-800-304-3319

FOR MORE INFORMATION, CONTACT THE SUPERINTENDENT AT 334-598-2456

ACKNOWLEDGEMENT OF RECEIPT

Daleville City Board of Education
Drug-Free Workplace Policy Statement
Policy Information on the Drug-Free Workplace Act of 1988 (P.L. 100-690)
Effective March 18, 1989

To the Employee:

This acknowledgement must be completed, signed, and returned to the Central Office.

I _____, an employee of the Daleville City Board of Education
(Print Name)

have received a copy of this policy statement regarding the maintenance of a drug-free workplace. I realize that the manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited on the Board of Education premises and violation of this policy can subject me to disciplinary action, including termination of employment. I realize that as a condition of employment by this Board, a federal grantee, I must abide by the terms of this policy and will notify the Daleville City Board of Education of any criminal conviction for a violation occurring in the workplace no later than five (5) days after such conviction. I understand that on the job drug use is specifically prohibited and that the penalties may include termination of employment.

Employee's Signature

Date