

DRUG-FREE SCHOOLS, COMMUNITY AND WORKPLACE: 5201

As a part of the District's commitment to drug-free schools and a drug-free workplace the following behaviors will not be tolerated:

- A. Reporting to work under the influence of alcohol, illegal chemical substances or opiates.
- B. Using, possessing, transmitting or distributing alcohol, illegal chemical substances (including anabolic steroids) or opiates in any amount or in any manner in the workplace at any time. Any staff member convicted of a felony attributable to the use, possession, or sale of illegal chemical substances or opiates will be subject to disciplinary action, including immediate termination.
- C. Using the workplace or the staff member's position within the District to make or traffic alcohol, illegal chemical substances or opiates.
- D. Using, possessing, transmitting, or distributing alcohol or illegal chemical substances or opiates in a manner which is detrimental to the interest of the District.

For the purposes of this policy, "workplace" is defined to mean any location or site used during the performance of school-related work. That includes but is not limited to any school building or any school premises; any school-owned vehicle including school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district or any other place; public or private, occupied by a District employee within the course of such employee's employment.

The use of medication that could affect an employee's safe job performance is prohibited while working. Any staff member who is taking a drug or medication whether or not prescribed by the staff member's physician, that may adversely affect that staff member's ability to perform work in a safe or productive manner, is required to report such use of medication to his or her supervisor prior to engaging in work. This includes drugs which are known or advertised as possibly affecting judgment, coordination, or any of the senses, including those which may cause drowsiness or dizziness. The supervisor in conjunction with the District office will then determine whether the staff member can remain at work and whether any work restrictions will be necessary.

As a condition of employment, each employee shall notify his or her supervisor of a conviction under any criminal drug statute violation. Such notification shall be provided no later than five (5) calendar days after such conviction.

Each employee shall be notified of the District's policy and procedures regarding employee drug activity at work, including the availability of counseling assistance through the Employee Assistance Program. Participation in the Employee Assistance Program, or other counseling or medical interventions, does not relieve the employee of the responsibility of being drug-free while at work. Any staff member who violates any aspect of this policy may be subject to

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disciplinary action, which may include immediate discharge. As a condition of eligibility for reinstatement, an employee may be required to satisfactorily complete a drug rehabilitation or treatment program approved by the District, at the employee's expense. Nothing in this policy shall be construed to guarantee reinstatement of any employee who violates this policy, nor does the school district incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.

Other actions such as notification of law enforcement agencies will be taken, at the District's discretion as it deems appropriate, in regard to a staff member violating this policy.

Cross References:	Administrative Policy – 5281	Disciplinary Action and Discharge
Legal References:	P.L. 100-690, Title V	Drug Free Workplace Act of Subtitle D 1988 and as amended in 1989
	P. L. 101-226	Drug-Free Schools and Communities Act
	21 U.S.C. 812	Controlled Substance Act
	21 CFR 1300.11-1300.15	