



Lawndale Elementary School District

Drug Free Workplace

The dangers of drugs in the workplace

- Drugs slow down reaction time
- Drugs cause errors and accidents
- Drugs inhibit productivity
- Drugs endanger your life and the life of others

District Policy – A drug-free workplace

The Governing Board believes that the maintenance of drug-free workplaces is essential to school and district operations.



The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance, including alcohol, is prohibited in the workplace. As a condition of employment, the employee will abide by the terms of this policy and notify the employer, within five days, of any criminal drug statute conviction which he/she receives for a violation occurring in the workplace.

For the purpose of this policy, “conviction” shall mean a finding of guilt, including a plea of nolo contendere, or imposition of sentence, or both, by any judicial body charged to determine violations of federal or state criminal drug statutes.

The District will notify the appropriate federal granting or contracting agencies within ten days after receiving notification, from an employee or otherwise, of any conviction for a violation occurring in the workplace.



Penalties that may be imposed on employees for drug abuse violation

The district will initiate disciplinary action within thirty days after receiving notice of a conviction for a violation in the workplace from an employee or otherwise. Such action shall be consistent with state and federal law, the appropriate employment contract, the applicable collective bargaining agreement, and district policy and practices.

In taking disciplinary action, the Board shall require termination when termination is required by law. When termination is not required by law, the Board shall either take disciplinary action, up to and including termination, or shall require the employee to satisfactorily participate in a drug assistance or rehabilitation program approved by a federal, state, or local health, law enforcement or other appropriate agency. The Board’s decision shall be made in accordance with relevant state and federal laws, employment contracts, collective bargaining agreements, and district policies and practices.

Drug counseling, rehabilitation, and employee assistance program

Ease provides fast, free assistance to you when you have personal problems that interfere with your work. Ease counselors can discuss your problem with you, confirm your assessment of it and support your steps toward resolution. If additional professional help is needed, ease counselors will help you locate the individual or community resource best equipped to help you within your budget or insurance constraints.



Call EASE toll-free at (800) 882-1341.