

## **PERSONNEL**

### Alcohol and Other Drug-Free Environment

The Board of Directors of the Kennewick School District recognizes that the use of tobacco (including electronic delivery devices), alcohol and other drugs inhibits a person from performing duties healthfully, safely and effectively. It is the intention of the Board of Directors to maintain a safe, healthful and productive environment for all employees.

It is the policy of the Kennewick School District that employees will report to the worksite in a fit condition for duty. Being under the influence of, or in possession of alcoholic beverages, marijuana or illicit drugs during the work day or assigned supervisory time is prohibited. No employee may be at the worksite with the odor of intoxicants on his/her breath.

Chemical dependency is recognized as a disease and the Kennewick School District will work with employees to provide channels of assistance, but it is the employee's responsibility to seek help.

Legal Reference:	<a href="#">P.L. 100-690</a>	Title V, Subtitle D
		Drug-Free Workplace Act of 1988
	WAC <a href="#">181-87-055</a>	Alcohol or controlled substance abuse

Adopted:	May 14, 1990
Amended:	June 10, 1992
Reviewed:	November 2010
Amended:	July 16, 2014