

Classified Human Resources

DRUG AND ALCOHOL-FREE WORKPLACE

The unlawful manufacture, distribution, possession or use of controlled substances in the workplace or on District property is prohibited.

In compliance with the Federal Drug-Free Workplace Act of 1988, all employees are required to abide by this prohibition and must notify the District within (5) days of their conviction for violation of any criminal drug statute that occurred in the workplace. In addition to criminal prosecution, employees violating this prohibition will be subject to dismissal under the Education Code 45123, Board Policy 4112.4.1/4212.4.1, Drug-Free Workplace, or Personnel Commission Rules and Regulations 60/1000.1. Reference Board Policy 4112.4, 4212.4.1 and 4020 which is located in Section G – Miscellaneous Policies and Procedures of this handbook for details.

It is this District's policy to maintain a drug-free workplace. Drug abuse is a health hazard to the user and clearly undermines the workplace and causes unsafe work practices that are a danger to the abuser, to co-workers, and to the students whose welfare is one of our primary responsibilities.

Employees who may have a problem with drug abuse or chemical dependency are encouraged to seek assistance for rehabilitation. The District offers information and referrals on drug counseling and rehabilitation programs. Please contact Health Services at (805) 389-2100

TOBACCO FREE ENVIRONMENT

Tobacco use is prohibited in all facilities owned and/or operated by the Pleasant Valley School District, including indoors, outdoors and in all district vehicles whether located on or off the premises. Included in the prohibition is tobacco use in privately owned vehicles located on district owned and/or operated property. This policy applies to employees, students, and the general public.

