

Smoke-Free/Drug-Free Policies

Smoke-Free Policy

In the interest of its students, employees, and the public, the Lynwood Unified School District is proud to provide a healthy, tobacco-free environment, which bans smoking and the use of tobacco products within any enclosed workplaces, in specified areas on District property, and at District events, effective January 1, 1995.

Employees, who are in violation of this policy, will be subjected to appropriate disciplinary action. Such action could include a payment of the fine imposed on the District, as a result of the employee's violation, and discipline, up to and including discharge.

In investigating the alleged violation, the following would establish that the violation occurred: the personal observation of a manager; a written statement of a staff member or parent or community resident who witnessed the violation; and/or statement provided by the employee who is charged with the violation.

Drug-Free Policy

It is the policy of the Lynwood Unified School District to maintain a drug-free workplace. The District seeks to ensure that all employees are free from the effects of drug-use during working hours, and that drugs are not permitted on District premises. A drug-free workplace is essential to maintaining the safety and efficiency of District operations, and the health and safety of employees, students, and the public. Accordingly, the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace.

As a condition of employment, each employee must abide by the terms of this policy and must notify the District, by notifying

the District Superintendent or a designated designee, within five (5) days of any criminal drug statute conviction for a violation occurring in the workplace.

In an effort to assist employees, drug counseling, rehabilitation, and employee assistance programs are available.

Definitions: As used in this policy, “drug” and “drugs” refer to controlled substance as defined under state and federal law. “Conviction” means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violation of state or criminal drug statutes.



S Search for Hazards
A Analyse the risk
F Find the cause
E Eliminate the cause
T Tell others
Y You are safe