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STEVENS POINT
AREA PUBLIC
SCHOOL DISTRICT

DRUG- AND ALCOHOL- FREE WORKPLACE

The District recognizes that the use or abuse of illegal drugs and alcohol has a significant negative impact on workplace safety, worker's compensation claims, sick pay benefits, absenteeism, and productivity. In addition, because our enterprise is educating students, it is paramount that all employees observe the law and District rules regarding drugs and alcohol so that as role models students may learn from our example.

The District is committed to protecting its students and staff from illegal drug use and employees who are impaired by alcohol on the job. The District prohibits the possession, use, dispensing, distribution, manufacturing, transferring, or illegal sale of drugs and alcohol on school property, or as part of any school activity, while employees are performing duties as District employees.

Failure to comply with the District policy may result in discipline including oral and/or written reprimand, suspension and possible dismissal from employment.

Alcohol and drug counseling, rehabilitation, and re-entry programs are available through the Employee Assistance Program.

Employees who are required to maintain a Commercial Driver's License (CDL) to perform their duties are subject to the District's Administrative Rules on Substance Abuse For Staff With Commercial Drivers' Licenses that shall be provided to them upon employment, or for current employees, through their supervisors.

Reference: *Board Policy 3122.01* Drug-Free Workplace
Board Policy 8601 Controlled Substance and Alcohol Policy for Employees that Transport Students

Federal Safe and Drug-Free Schools Act, 1994
Federal Drug-Free Workplace Act, 1988
Federal Drug-Free Schools and Community Act, 1989

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