No. 4300
SECTION: PERSONNEL
TITLE: DRUG-FREE WORKPLACE

ADOPTED: 8/25/92
READOPTED: 1/29/14;11/15/16;6/17/25
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OXFORD AREA SCHOOL DISTRICT

The Federal Drug-Free Workplace Act requires that the workplace be free of illegal drugs and requires that the following policy be established.

A. The Oxford Area School District prohibits the possession, use or distribution of controlled substances or alcohol in the workplace. Employees who violate this standard of conduct will be subject to disciplinary sanctions up to and including termination and referral for prosecution in accordance with local, state, and federal laws.

B. Any employee convicted of delivery of a controlled substance or convicted of possession of a controlled substance with the intent to deliver shall be terminated from his/her employment with the district. Notice of such conviction must be provided to the district by the employee within ten days after the conviction.

C. Absent remedies required by law, disciplinary sanctions for Oxford Area School District employees who violate the drug-free workplace policy result in immediate termination.

D. For the purposes of this policy a controlled substance is defined as any substance listed in Section 202 of the Controlled Substance Act or any other substance considered to be a controlled substance or those substances represented or presented as such.

E. Compliance by all employees of the Oxford Area School District is mandatory and all employees will be made aware of these standards of conduct and the disciplinary sanctions required.