File: GBEC

DRUG-FREE WORKPLACE POLICY

The North Middlesex Regional School District will provide a drug-free workplace and certifies that it will:

1. Notify all employees in writing that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the District's workplace, and specify the actions that will be taken against employees for violation of such prohibitions.
2. Establish a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace; the District's policy of maintaining a drug-free workplace; and available drug counseling, rehabilitation, and employee assistance programs; and the penalty that may be imposed on employees for drug abuse violations occurring in the workplace.
3. Make it a requirement that each employee whose employment is funded by a federal grant be given a copy of the statement as required.
4. Notify the employee in the required statement that, as a condition of employment under the grant, the employee will abide by the terms of the statement, and will notify the District of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
5. Notify the federal agency within ten days after receiving notice from an employee or otherwise receiving notice of such conviction.
6. Take one of the following actions within 30 days of receiving notice with respect to any employee who is so convicted: take appropriate personnel action against such an employee, up to and including termination; or require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.
7. Make a good-faith effort to continue to maintain a drug-free workplace by implementing all provisions of this policy.

SOURCE: MASC LEGAL REFS.: The Drug-Free Workplace Act of 1988
CROSS REFS.: JICH, Drug and Alcohol Use by Students

Adopted by the NMRSD School Committee:

Original Adoption: 11/10/2014

Legal Counsel Review: 9/8/2026

Five-Year Review Cycle: 9/15/2026

NMRSD First Vote: 9/15/2026

NMRSD Adoption: 10/20/2026