

ALCOHOL AND DRUG-FREE WORKPLACE

D7

No employee will unlawfully manufacture, distribute, dispense, possess, or use alcohol or any drug on or in the workplace. "Drug" means any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined by state or federal statute or regulation.

"Workplace" means the site for the performance of work for the school district, including any school building, or any school premises, and any school-owned vehicle, or any other school-approved vehicle used to transport students to and from school or school activities. It also includes off school property during any school-sponsored or school-approved activity, event, or function such as a field trip or athletic event, where students are under the jurisdiction of the school district.

As a condition of employment, each employee will notify the Superintendent in writing of his/her conviction of any criminal drug statute for a violation occurring on or in the workplace as defined above. The employee must notify the Superintendent no later than five days after such conviction. Entry of a *nolo contendere* plea shall constitute a conviction for purposes of this policy, as will any judicial finding of guilt or imposition of sentence. Within ten days of notification from an employee, or receipt of actual notice of an alcohol or drug conviction, the Superintendent will notify any federal or state officers or agencies legally entitled to such notification. The District reserves the right to take such disciplinary action as it deems appropriate, up to and including termination, in the event of any violation of this policy, or any conviction as defined herein.

Date Warned: 8/3/01

Date Adopted: 8/17/01

Legal Reference(s): Drug Free Workplace Act of 1989 (P.L. 100-690)

Drug Free Schools and Communities Act of 1989 (P.L. 101-226)

Controlled Substances Act (21 U.S.C. 812)

21 C.F.R. 1308.11 through 1308.15

Cross Reference: