

ALCOHOL AND DRUG-FREE WORKPLACE POLICY

It is the intent of the School District that work environments be free of the presence of illegal drugs and alcohol, and that employees perform their tasks safely and efficiently without the influence of illegal drugs or alcohol.

The School Board recognizes the use of drugs and/or alcohol or the dependency thereon as a serious health, safety, and security problem; therefore, employees are prohibited from manufacture, distribution, dispensing, possessing, use, or being under the influence of illegal drugs as defined by state or federal statute or regulation, or alcohol, while on duty, on or off the workplace.

“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.

The employee will notify the Superintendent of Schools in writing of his or her conviction of any criminal drug statute for a violation occurring on or in the workplace as defined above.

Each employee must agree to abide by the terms of the terms of the School District policy respecting alcohol and drug free workplace and to notify the Superintendent in writing within five days after any conviction or plea of “nolo contendere” under a criminal drug statute for work- related substance abuse.

The School Board reserves the right to respond to an employee who violates this policy by implementing disciplinary action, including but not limited to non-renewal, suspension, and/or termination, or requiring satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program approved by the Board.

ADOPTED: Hanover 5 December 1990