

## REGULATION - DRUG-FREE WORKPLACE

1. The Superintendent of Schools shall certify to any federal agency making a direct grant to the district that the district will provide a drug-free workplace, in accordance with the Drug-Free Workplace Act of 1988.
2. The Superintendent or his/her designee shall establish a drug-free awareness program to inform employees about:
  - a. the dangers of drug and substance abuse in the workplace;
  - b. the district's policy of maintaining a drug-free workplace;
  - c. how to identify employees who exhibit high risk behaviors from abusing drugs or other substances;
  - d. any available drug counseling, rehabilitation, and employee assistance programs; and
  - e. the penalties that may be imposed upon employees for drug abuse violations;

Further staff development programs shall:

- a. promote intervention;
  - b. identify and provide intervention services;
  - c. provide drug and substance abuse education; and
  - d. specify and provide counseling and assistance to employees.
3. The Superintendent or his/her designee shall publish a statement notifying district employees that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the workplace (as defined by district policy). The statement shall specify the actions that will be taken against employees for violations of such prohibition. Each employee shall receive a copy of this statement and the Drug-Free Workplace Act of 1988.
4. Each employee, as a condition of employment on any direct federal grant. shall:
  - a. abide by the terms of the statement; and
  - b. notify his/her immediate supervisor, who shall notify the Superintendent, of any criminal drug statute conviction for a violation occurring in the workplace within three (3) days of such conviction.
5. The Superintendent shall notify the Board of Education of any such conviction(s), and shall notify the granting agency within 10 days after receiving notice of such conviction(s) from any source.
6. Within thirty (30) days of such conviction(s), the district shall initiate appropriate disciplinary action against any employee so convicted in the manner provide for by law, up to and including dismissal, and/or require his/her satisfactory participation 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. The district shall make a "good faith effort" to continue to maintain a drug-free workplace through implementation of these regulations.

**ADOPTED:** May 7, 1997

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