

DRUG-FREE WORKPLACE

The Board seeks to establish and maintain an educational setting which is not tainted by the use, or evidence of use, of any controlled substance.

The Board shall not permit the manufacture, possession, use, distribution, or dispensing of any alcohol or illicit drugs and any drug paraphernalia, by any member of the District's staff or contracted employees at any time while on District property or while involved in any District approved activity or event. Any staff member or contracted employee who violates this policy shall be subject to disciplinary action in accordance with District guidelines and the terms of collective bargaining agreements.

The Superintendent, or his/her designee, shall establish guidelines that ensure compliance with this policy and that each staff member is given a copy of the standards regarding unlawful possession, use, or distribution of illicit drugs and alcohol by staff and informed that compliance with this requirement is mandatory. Such guidelines shall provide for appropriate disciplinary actions, if and when needed, which comply with the terms of any negotiated agreement.

P.L. 101-126
Drug-Free Workplace Act of 1988, 41 U.S.C. 701, et seq.
20 U.S.C. 3224A

*Adopted June 7, 1993
Revised March 2, 2009*