

PERSONNEL

DRUG FREE WORKPLACE

Overview

The Regional School District #14 Board of Education is committed to protecting the safety, health and well being of all employees and individuals in the school district. We recognize that alcohol abuse and drug use pose a significant threat to the achievement of our educational mission. We are committed to maintaining a drug-free workplace that balances the respect for individuals with the need to maintain an alcohol- and drug-free environment.

Drug Free Workplace Policy Statement

It is the policy of the Board of Education that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited. All employees must abide by this policy as a condition of employment. This policy applies during all working hours, whenever employees are conducting business or representing the school district whether on school grounds, in vehicle used to transport students, or off school grounds at any school-sponsored activity, event, function or trip where students are under the supervision of the school district personnel.

Furthermore, employees must notify their supervisor of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction. Upon receipt of such notice, the district shall notify the granting agency when appropriate.

Disciplinary Sanctions for Violation of Drug Free Workplace Policy

Employees who violate this policy will be subject to discipline up to and including termination. Disciplinary sanctions short of termination may incorporate the requirement that the employee satisfactorily complete a drug abuse assistance or rehabilitation program.

Drug Free Awareness

The Superintendent of Schools or designee shall establish and maintain a drug free awareness program that will inform employees of the following:

- The dangers of drug abuse in the workplace;
- The district's policy of maintaining a drug-free workplace;
- Any available drug counseling, rehabilitation, and employee assistance programs;
- The penalties that may be imposed upon employees for drug abuse violations.

All employees will receive a written copy of this policy.

Legal Reference:

41 U.S.C.A. 702 Drug Free Workplace Act

45 C.F.R. 82.205 Government-wide Requirements for Drug Free Workplace