

DRUG-FREE WORKPLACE

The district prohibits the unlawful manufacture, distribution, dispensing, possession or use of alcohol and/or a controlled substance, as that term is defined in state and federal statutes, in the workplace or at any school-related event. District employees function as role models for students. Liquor on the breath or being under the influence of alcohol or controlled substances is prohibited on district premises or as part of any school related activity.

As a condition of employment in the district, each employee will abide by the terms, requirements and prohibitions set forth in this policy. Employees who violate this policy will be disciplined up to and including termination, and may be required to undergo a drug/alcohol evaluation. Both parties will agree to abide by the recommendations set forth in this evaluation. Pursuant to law, any employee who is convicted or pleads nolo contendere under any criminal drug or alcohol statutes for a violation occurring in the workplace shall notify the Superintendent no later than five days after the conviction or entry of the plea.

Because this board deems the manufacture, distribution or dispensation of alcohol and/or a controlled substance to be a gross violation of district standards, upon any conviction of the above, the employee will be terminated.

The Board shall implement a drug and alcohol prevention program to inform employees of:

1. The dangers of drug and alcohol abuse.
2. The Board of Education policy of maintaining a drug and alcohol free workplace.
3. Availability of an employee support team.
4. Penalties that may be imposed upon employees for drug or alcohol use or abuse in violation of this policy.

This information shall be communicated to employees in an appropriate manner on an annual basis. The Board shall insure that each employee is provided a copy of this policy.

Adopted 12/12/94

School District #1, Sweetwater County, Wyoming