

**NOTICE TO THE EMPLOYEES OF THE DRUG-FREE WORKPLACE**

You are hereby notified that it is a violation of the policy of this district for any employee to unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any alcohol, narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance. 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.

Workplace is defined as the site where work in a school district is performed which includes a school building or other school premises; any school owned vehicle or any other approved vehicle used to transport students to and from school or school activities; 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.

You are further notified that it is a condition of your continued employment that you will comply with the above policy of the school district and will - notify your supervisor of your conviction of any criminal drug statute for a violation that occurred in the workplace, no later than five days after the conviction.

Any employee who violates the terms of the school district's drug-free workplace policy shall satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the Board. If the employee fails to satisfactorily participate in such a program, the employee shall be non-renewed or his or her employment may be suspended or terminated, at the discretion of the Board.

Adopted 01/08/90  
Revised 12/10/97

Legal Reference: Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 CFT 1300.11 through 1300.15.