

DRUG-FREE WORKPLACE

The District shall maintain a drug-free, safe working environment for all employees. Therefore, the following actions shall be strictly prohibited by an employee in the workplace:

- a. the use, possession, distribution, transfer or sale of alcohol, other controlled or illicit mood altering drug or drug paraphernalia;
- b. the manufacture or dispensing of controlled or illicit mood altering drugs; and
- c. being under the influence of alcohol or other controlled or illicit mood-altering drug.

“Workplace” includes any school building or District property; any District owned vehicle or any other District approved vehicle used to transport students to and from school or District activities; or, off District property during any District sponsored or District approved activity, event or function where students are under the jurisdiction of the District.

All employees shall be expected to abide by provisions of this policy. In addition, employees engaged in the performance of a grant which is received directly from the federal government shall notify the district administrator of any criminal drug statute conviction occurring in the workplace within three days of such conviction. The Superintendent shall notify the appropriate federal agency of the conviction.

A summary of this policy shall be published annually and distributed to all employees of the District. In addition, inservice programs shall be planned which inform employees about the dangers of drug and alcohol abuse in the workplace; other rehabilitation programs available; and, the penalties that may be imposed upon employees for drug or alcohol abuse policy violations.

LEGAL REFERENCE: Wisconsin Statutes Chapter 961
Drug Free Workplace Act of 1988
34 CFR Part 85, Subpart F (Regulations Implementing
Drug Free Workplace Act)

CROSS REFERENCE: Employee Handbook Part I, Section 3.14