

B.T.H.S. DISTRICT 201 DRUG-FREE WORKPLACE POLICY

In agreement and in compliance with the Drug-Free Workplace Act of 1988, BTHS District 201 prohibits the unlawful manufacture, distribution, dispensing, possession, or use of alcohol or a controlled substance by any district employee in any district workplace or while functioning in any capacity as a district employee.* The district further prohibits any district employee in any district workplace or while functioning in any capacity as a district employee from possessing, using, or being under the influence of alcohol or a controlled substance. Violators are subject to disciplinary procedures up to and including dismissal.

As a condition of employment, employees will (1) abide by the terms of this statement (paragraph 1 above), and (2) notify the employer of any criminal drug statute conviction for violation occurring in the workplace no later than five days after such a conviction.

Within ten days of receiving notice that one of its employees has been convicted of a criminal drug statute violation in the workplace, District 201 will notify any appropriate federal contracting or granting agency of this violation.

Within thirty days of receiving notice that one of its employees has been convicted of a criminal drug statute violation in the workplace, District 201 will take one of the following actions.

1. Take appropriate personnel action against such an employee, up to and including termination.
2. Require such an employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, local health, law enforcement, or other appropriate agency.

District 201 resolves to further pursue drug-free awareness activities through (1) the district's counseling department, and (2) the district's previously established employee assistance program.

*"District workplace" means any property the school district owns, leases, rents, or controls. The term includes the sites of district-sanctioned contests, performances, events, functions, and activities, even though these other sites may involve property other than that owned, leased, rented, or controlled by the district.

Approved by Board of Education 6/22/89; revised 10/04

Signature

Date