

Book	Policy Manual
Section	MISC Ready for OSBA
Title	Drug-Free Workplace
Code	GBP
Status	
Adopted	September 17, 2012

Drug-Free Workplace

The Board endeavors to provide a safe workplace for all employees, realizing that the use/abuse of drugs and alcohol can endanger the health, safety and wellbeing of the nonuser, as well as the user.

Because of the Board's commitment to provide a safe workplace, no employee shall unlawfully manufacture, distribute, dispense, possess or use any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol or any other controlled substance, as defined in State and Federal law, in the workplace. The Board also prohibits the use and possession of legally acquired medical marijuana in the workplace.

"Workplace" is the site for the performance of any work done in connection with the District. The workplace includes any District building, property, vehicles or Board-approved vehicle used to transport students to and from school or school activities (at other sites off District property) or any school-sponsored or District activity, event or function, such as a field trip or athletic event in which students are under the jurisdiction of District authorities.

As a condition of employment, each employee shall notify his/her supervisor, in writing, of his/her conviction of any criminal drug statute for a violation occurring in the workplace as defined above, not later than five days after such conviction.

Employees are given a copy of the standards of conduct and the statement of disciplinary sanctions and are notified that compliance with the standards of conduct is mandatory. Employees who violate the policy shall be subject to disciplinary proceedings in accordance with prescribed administrative regulations, local, State and Federal law and/or the negotiated agreement, up to and including termination. Any employee in violation of this policy may be required to participate in a drug-abuse assistance or rehabilitation program approved by the Board.

All employees are provided the opportunity to participate in a drug-free awareness program to inform them of requirements, services and penalties.

A list of local drug and alcohol counseling, rehabilitation and re-entry programs and services offered in the community is made available to employees.

Legal	Drug-Free Workplace Act of 1988; 41 USC 701 et seq. 20 USC 3474 20 USC 1221e-3(a)(1) Drug-Free Campus and Schools Act; 20 USC 3224(a) ORC 4123.01 et seq. ORC 4123.35 ORC 4123.54 CONTRACT REF.: Teachers' Negotiated Agreement CONTRACT REF.: Support Staff Negotiated Agreement
-------	---

Cross References	EB - Safety Program FEACD - Drug Testing for District Personnel Required to Hold a Commercial Driver's License GBCB - Staff Conduct GBE - Staff Health and Safety GBQ - Criminal Records Check
------------------	--