

Drug-Free Work places

School District #38 in compliance with Federal Law, hereby notifies all School District 38 personnel that it is unlawful and prohibited to manufacture, distribute, dispense, possess, use a controlled substance, or be under the influence of a controlled substance or alcohol in any facility owned and/or operated under the auspice of the trustees of School District #38 or at any school sponsored activity.

The district will inform employees about the dangers of drug abuse. Further, the district supports all federal and state laws which might be applicable pertaining to drug abuse violations. The District commits itself to the exercise of appropriate due process and to cooperating with appropriate counseling and rehabilitation of those who might have dependencies.

No employee while on duty at any School District Location* shall:

1. Distribute, dispense, possess, consume, or use, any alcoholic beverage.
2. Unlawfully manufacture, distribute, dispense, possess, consume, use, or be under the influence, of any unprescribed narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or anabolic steroid.

Violation of the above will result in immediate suspension of the employee with a hearing pending.

(*) School Location - means in any school building or any school premises; in any school owned or operated vehicle or in any other school approved vehicle used to transport students for school sanction/sponsored activities. Also, if responsible for supervising students, any temporary location such as motels, other schools, private homes, etc.

Violators of this provision of public law will incur suspension from their job and referral to the appropriate law enforcement agency. Disciplinary action will be in accordance with board policy, state law, and negotiated agreements with all employee organizations.

Personnel who volunteer for assistance with problems related to chemical dependency will be accorded reasonable accommodations (such as permission to take prescribed medication or time off for meetings). The request for help and appropriate follow-up will not, in itself, threaten job security or promotional opportunity. All information and referrals will be handled in a professional, humane, and confidential manner.

Reference Policy 5255 (Disciplinary Action - Employees)

Adoption Date: 3/12/98