

## **Bigfork School District # 38**

### **PERSONNEL**

**5227**

#### Employee Chemical Use and Dependency

Illegal use, possession or distribution of controlled substances is prohibited on school premises and at school functions 24 hour per day every day of the year. All students, district employees and visitors to district premises are required to adhere to this policy.

All violators of this policy will be disciplined in accordance with appropriate district procedures, state law, and negotiated agreements. Students, employees and visitors who violate this policy will be referred to the appropriate law enforcement agency in every instance. Employees who fail to adhere to this policy will face possible termination of employment.

The district's responsibility is to educate employees by creating an awareness of our drug-free policy and providing information regarding available resources for assistance in recovery.

Implementation of this policy will allow an employee consideration for confidential assistance or treatment at the individual's expense. The confidential nature of the medical or counseling records of employees with chemical dependency shall be preserved in the same manner as all other medical or counseling records.

Adoption Date: 12/10/98