

## SUBSTANCE-FREE WORKPLACE

The Board of Education expects the school district and its employees to remain substance free. No employee shall unlawfully manufacture, distribute, dispense, possess, use, or be under the influence of in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, synthetic or any other controlled substance or alcoholic beverage as defined by federal or state law. "Workplace" includes school district facilities, school district premises or school district vehicles. "Workplace" also includes nonschool property if the employee is at any school-sponsored, school-approved or school-related activity, event or function, such as field trips or athletic events where students are under the control of the school district or where the employee is engaged in school business.

If an employee is arrested, charged or convicted of a violation of any criminal substance offense committed in the workplace, the employee shall notify the Chief Officer of Human Resources and Equity within three (3) calendar days of notification to the employee.

The superintendent or designee will make the determination whether to require the employee to undergo substance abuse treatment or to discipline the employee. An employee who violates the terms of this policy may be subject to discipline up to and including termination. An employee who violates this policy may be required to successfully participate in a substance abuse treatment program approved by the Board. If the employee fails to successfully participate in a program, the employee may be subject to discipline up to and including termination.

The superintendent or designee shall be responsible for publication and dissemination of this policy to each employee. In addition, the superintendent or designee shall oversee the establishment of a substance-free awareness program to educate employees about the dangers of substance abuse and notify them of available substance abuse treatment programs.

It is the responsibility of the superintendent or designee to develop administrative regulations to implement this policy.

Legal Ref.: 41 U.S.C. §§ 81 (2012).  
 42 U.S.C. §§ 12101 *et seq.* (2012).  
 34 C.F.R. Pt. 85 (2012).  
 Iowa Code §§ 123.46;124; 279.8 (2013).

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