

SUBSTANCE-FREE WORKPLACE

All prospective employees of the Waterloo Community School District shall submit to a drug test as part of their pre-employment physical examination. "Drug test" means any blood, urine, saliva, chemical or skin tissue test conducted for the purpose of detecting the presence of a chemical or synthetic substance in an individual.

An applicant for employment shall be personally informed of the requirement for a drug test during the initial interview session. The drug test will be at the employee's expense and must be conducted and analyzed at a laboratory or testing facility that has been approved under rules adopted by the Department of Health.

If a test is conducted and the results indicate that the employee is under the influence of alcohol or a controlled substance or indicates the presence of alcohol or a controlled substance, a second test using an alternative method of analysis shall be conducted.

A new employee shall be accorded a reasonable opportunity to rebut or explain the results of the drug test.

ADOPTED: 6/11/90
2/28/94
4/16/99

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