

Drug-Free Workplace

GBCCA

The district prohibits the unlawful manufacture, distribution, dispensation possession or use of a controlled substance as that term is defined in federal statute to be "in the workplace or at any school related event". An employee need not be legally intoxicated to be considered "under the influence" of alcohol or a controlled substance.

Employees who violate this prohibition may be referred to drug counseling programs, drug rehabilitation programs or employee assistance programs, or may be terminated from employment with the district.

As a condition of employment with the district, each employee shall abide by the terms, requirements and prohibitions set forth in this policy and shall notify the district of any criminal drug statute or alcohol conviction for violation occurring in the workplace no later than five (5) days after the conviction.

Within thirty (30) days of receiving a notice of conviction for a drug statute violation or misuse of alcohol occurring within the workplace, the district will, either (1) take appropriate action against the employee, up to and including termination, or (2) require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health agency, law enforcement agency or other appropriate agency.

Legal Reference: P.L. 100-690

Adopted: August 17, 1989

Revised: December 16, 2004