

## DRUG SCREENING

It is the policy of the Tonkawa Board of Education to comply with the Omnibus Transportation Testing Act of 1991 and to establish programs that help prevent accidents and injuries resulting from misuse of alcohol and controlled substances by drivers of commercial vehicles. This policy and the regulations that follow apply to all school employees holding a Commercial Driver's License and using school vehicles.

Every employee of this school district shall be made aware of the dangers of drug and alcohol abuse and federal requirements concerning substance abuse.

### Policy Objectives

1. To create and maintain a safe, drug-free environment for all employees
2. To encourage any employee with a dependence on, or addiction to, alcohol or other drugs to seek help in overcoming the problem
3. To reduce problems of absenteeism, tardiness, carelessness and/or other unsatisfactory matters related to job performance
4. To reduce the likelihood of incidents of accidental personal injury and/or damage to students, property, equipment or buses

### Implementation

Substance abuse, whether on or off the job, that affects an employee's work is prohibited. The board insists that all employees report to work without any alcohol or illegal or mind altering substances in their systems.

Employees must inform their supervisor when they are legitimately taking medication, which may affect their ability to work in order to avoid creating safety problems and violating the federal laws.

Reference: 40 O.S. 554 (Section 761, School Laws of Oklahoma)  
Printed materials, State Department of Education, February 1995, and undated materials of the State Department of Education

*Note: School Districts may not request or require an applicant or employee to undergo drug or alcohol testing unless the district has a detailed policy. (Section 162, School Laws of Oklahoma)*