

BRITTON-HECLA SCHOOL DISTRICT	GBEC
Policies	

DRUG FREE WORKPLACE

Student and employee safety is a major concern of the Board. Employees under the influence of alcohol, drugs or controlled substances are a serious risk to themselves, to students, and to other employees.

Therefore:

- A. The unlawful manufacture, use, possession, sale, distribution or being under the influence of drugs or controlled substances is prohibited in or on premises of the District. In addition, the Board will not tolerate the unlawful use of, or being under the influence of, alcohol by an on-duty employee.
 - 1. Any employee suspected of violation of this policy will be reported to law enforcement authorities.
 - 2. Any employee who violates this policy will be subject to disciplinary action which may include dismissal.

- B. Employees will be made aware of the dangers of drug abuse in the workplace through activities conducted as part of the Drug Free Schools and Communities Act. Employees will also be informed of this policy of maintaining a drug-free workplace; available drug counseling; rehabilitation, and employee assistance programs if available; and the penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

- C. Each employee of the District is hereby notified that, as a condition of employment, the employee must abide by the terms of the policy and will report to the superintendent any criminal drug statute convictions for a violation occurring in or on the premises of this school district, or while engaged in regular employment.
 - 1. Such notification must be made by the employee to the superintendent no later than five (5) days after conviction.
 - 2. The superintendent, within ten (10) days of receiving notification will report the violation to the United States Department of Education.
 - 3. The superintendent will also report all violations to the South Dakota Department of Education and Cultural Affairs.

- D. Thirty days after receiving information concerning a violation of this policy the district will take appropriate disciplinary action which may include termination of employment or may require the employee to participate in drug abuse assistance or rehabilitation programs. Such participation shall be at the employees own expense.

The Board hereby commits itself to a continuing good faith effort to maintain a drug-free workplace in compliance with the Drug Free Workplace Act of 1988.

Legal References: Public Law 100-690

Adopted:

Revised/Reviewed: **11/13/17**