

SCHOOL DISTRICT OF IOLA-SCANDINAVIA

522.1

DRUG-FREE WORKPLACE

The School District of Iola-Scandinavia shall work toward maintaining a drug-free, safe working environment for all employees. To accomplish this goal, the district shall:

1. Prohibit the manufacture, distribution, dispensing, possession or use of controlled substances by employees in the school building or on school premises; in school-owned vehicles or any other school-approved vehicle used to transport students to and from school or school activities; or, off school property during any school-sponsored or school-approved activity, event or function.
2. Prohibit the use of alcoholic beverages during working hours or being at work while under the influence of an intoxicant.
3. Provide access or referral to an employee assistance program designed to help those employees experiencing problems with controlled substances or alcohol.
4. Require all employees in the district to abide by provisions of this policy.
5. Inform employees about the dangers of drug and alcohol abuse in the workplace, employee assistance programs and the penalties that may be imposed upon employees for drug or alcohol abuse violations occurring in the workplace.
6. Annually distribute a copy of this policy to each district employee.

Employees engaged in the performance of a federal grant shall be required to notify the District Administrator of any criminal drug statute conviction occurring in the workplace within five days of the conviction. The District Administrator shall notify the appropriate federal agency.

Violations of any of the prohibitions set forth above shall constitute cause for discharge or other discipline of an employee in accordance with provisions of the current employee agreement, Board policy or other procedures established by the Board.

LEGAL REF: Drug-Free Workplace Act of 1988
34 CFR Part 85, Subpart F (Regulations Implementing the Drug-Free
Workplace Act)

CROSS REF: 522.11, Alcohol and Drug Use by Bus Drivers

APPROVED: May 14, 2001