

522.1 DRUG-FREE WORKPLACE

It is the policy of the School District of Slinger to comply with the Drug-Free Workplace Act in order to further the health, welfare, and safety of students and employees.

The manufacture, distribution, dispensing, possession or use of a controlled substance or the possession, use or distribution of alcohol or alcoholic beverages by an employee in the workplace shall be strictly prohibited. "Workplace" includes any school building or District property; any District-owned vehicle or any other District-approved vehicle used to transport students to and from school or District activities; or, off District property during any District-sponsored or District-approved activity, event or function where students are under the jurisdiction of the District. In addition, the District does not condone the involvement of any employee with illegal controlled substances, even when the employee is not on District premises. This prohibition does not apply to any substance prescribed for individual consumption by a licensed medical practitioner.

If the immediate supervisor has reasonable suspicion concerning an employee's use of alcohol or controlled substances while on the job or if the immediate supervisor has reasonable suspicion that the employee's job performance is impaired due to the recent use of alcohol or any controlled substance, the employee may be asked to submit to alcohol and drug assessment testing, which will be done with procedures that ensure the confidentiality and privacy interests of the employee. The District's determination that reasonable cause exists for such a test must be based on specific, contemporaneous, accurate observations concerning the appearance, behavior, speech or body odors of the employee.

All employees shall be expected to abide by provisions of this policy. In addition, employees engaged in the performance of a grant which is received directly from the federal government shall notify the superintendent of any criminal drug statute conviction occurring in the workplace within five days of such conviction. The superintendent shall notify the appropriate federal agency of the conviction.

Any employee who violates this policy, including failure or refusal to participate satisfactorily in a required professional assessment and rehabilitation program shall be subject to disciplinary action, up to and including dismissal and referral to law enforcement authorities, in accordance with provisions of the current employee agreement or other procedures established by the Board.

A copy of this policy shall be communicated to all employees of the District.

Reviewed, revised, and approved by the Board of Education on November 21, 2011.