

Employee Notice of Drug-Free Workplace

GBCC-E

NOTICE TO ALL EMPLOYEES

You are hereby notified that it is a violation of the policy of this school district for any employee to unlawfully manufacture, distribute, dispense, possess, use or misuse, on or in the workplace, any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol, or any other controlled substance.

Workplace is defined as the site for performance of work done in connection with a federal grant. This includes any place where work on a school district federal grant is performed, including a school building or other school premises; any school owned vehicle or any other school approved vehicle used to transport students to and from school or school activities; off school property during any school sponsored or school approved activity, event or function such as a field trip or athletic event where students are under the jurisdiction of the school district.

You are further notified that it is a condition of continued employment on any federal grant that you will comply with the above policy of the school district and will notify your supervisor of your conviction of any criminal drug statute for a violation that occurred in the workplace, no later than five (5) days after the conviction.

Any employee who violates the terms of the district's drug-free workplace policy may be non-renewed, or his/her employment may be suspended or terminated at the discretion of the Board.

Any employee who violates the terms of this district policy and is requested to satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the Board shall do so. If the employee fails to satisfactorily participate in such a program, the employee shall be non-renewed or employment may be suspended or terminated, at the discretion of the Board.

LEGAL REFERENCE: Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 CFR 1300.11 through 1300.15.

Adopted: August 17, 1989
Revised: February 14, 2005