

4335 Drug-Free Work Place

~~Campbell County School~~ The District is committed to ~~the maintenance of~~ maintaining a drug-free work place and to ~~compliance~~ comply with the provisions of the Drug-Free Work Place Act of 1988.

~~Employees will be notified of this policy as follows:~~

All employees are required to annually review the drug-free work place policy.

The District will publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance as defined in Title II, Part A, Section IV of §202 of the Controlled Substance Act as amended (21 U.S.C. §812) and W.S. §35-7-1011 through 1022 and amendments thereof, or the possession or use of alcohol is prohibited by Campbell County School District in the work place or at any school-related event. Employees must not be under the influence of alcohol or any controlled substance while at the work place or any school-related activity. Any violation of this policy may result in suspension or termination of employment.

The District will provide a drug-free awareness program which will inform employees about:

- the dangers of drug and alcohol abuse in the work place;
- ~~the District's policy of maintaining a drug and alcohol free work place;~~
- any available drug counseling, rehabilitation and employee assistance programs; and
- the penalties that may be imposed upon employees for drug abuse violations by the school district as well as potential criminal penalties.

~~All employees are to be given a copy of this policy. All employees are responsible for being aware of the policies of Campbell County School District which are available in policy manuals distributed throughout the District.~~

Employee Violation of Criminal, Drug or Alcohol Statutes

Any employee convicted of violating any criminal, drug or alcohol statute with the violation occurring in the work place or while attending or participating in a school activity, must notify his/her **their** supervisor of the fact not later than five (5) days after the conviction.

If the employee is involved in any activity funded by a federal grant, the District will endeavor to notify the federal agency involved within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of such conviction.

The District will, within thirty (30) days after receiving notice of a conviction as described above take appropriate personnel action against the employee up to and including termination of employment.

Unless the employee is terminated, ~~he/she~~ **the employee** will also be required to participate satisfactorily in a drug abuse or alcohol assistance or rehabilitation program approved for such purpose by a federal, state or local health, law enforcement or other appropriate agency.

Campbell County School District will continue to make a good faith effort to maintain a drug- and alcohol-free work place through implementation of this policy.

For purposes of this policy, "work place" is defined as the site for the performance of work done, 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, or 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.

ADOPTION DATE:

July 13, 1976; Editorial Revision August 14, 1984; Revised September 12, 1989; July 9, 1991; Editorial Revision June 14, 1993 (formerly 4116); Editorial Revision: February 12, 1996; Reviewed July 15, 2015; **Revised November 14, 2023**

LEGAL REFERENCE(S):

Drug-Free Work Place Act of 1988 (**41 U.S.C. § 8101 et seq.**); Controlled Substances Act (21 U.S.C. **§ 812**); W.S. **§ 35-7-1011** through 1022

CROSS REFERENCE(S):

ADMINISTRATIVE REGULATION: