

File: GBEC

DRUG-FREE WORKPLACE

In compliance with the requirements of the Drug-Free Schools and Communities Act of 1989 and the Drug-Free Workplace Act of 1988,

1. All employees are prohibited from manufacturing, possessing, using, dispensing, or distributing controlled substances, including illicit drugs or alcohol, on school premises or at any school-sponsored activity. Employees who violate the policy will be subject to appropriate personnel action with sanctions up to and including termination of employment and referral for prosecution.
2. Any employee convicted of a violation of a criminal drug statute occurring in the workplace shall, no later than five calendar days after such conviction, notify the Superintendent of Schools in writing of his/her conviction.
3. Any employee violating any section of the Drug-Free Workplace Policy will be subject to disciplinary action as specified by the contract between the Sharon School Committee and the bargaining unit representing the employee.
4. A statement of this policy will be included in the Employee Handbook.

Legal Refs.: 20 USC 1011i, Drug and Alcohol Abuse Prevention
41 USC 81, The Drug Free Workplace Act of 1988

Revised: March 20, 2013