DRUG-FREE WORK PLACE

POLICY

In compliance with the federal government Drug-Free Work Place Act of 1988, the Fitzgerald Public Schools Board of Education hereby notifies all employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance or beverage alcohol is prohibited anywhere in the district work place, or at anytime during which an employee is engaged in school district work.

PROCEDURE

The Board of Education sponsors and encourages staff participation in a variety of inservice programs including programs that are intended to inform employees of the dangers of alcohol and drug abuse and the need for a drug-free work place.

Employees are also advised that the Board of Education has authorized the establishment of an Employee Assistance Program which is available to employees of the district. Drug counseling is one of the services available through the Employee Assistance Program.

As a condition of employment, employees will be expected to abide by this statement and notify the superintendent of any criminal drug statute conviction for a violation occurring in the work place within, and not later than, five (5) days after such conviction. For employees engaged in federal grants the Board of Education will notify the appropriate federal agency of such conviction within ten (10) days after receipt of notification as required by the Act.

Within thirty (30) days following notification to the District of a conviction for a drug violation in the work place, employees will be subject to disciplinary action in accordance with state and federal statutes and the District's policies and procedures. Disciplinary action may result in penalties up to and including discharge.

Adopted 06/01/89; Reviewed 04/21/94, 02/06