

DRUG-FREE WORKPLACE

The Appleton Area School District is committed to maintaining a drug-free workplace. Therefore, the manufacture, distribution, dispensing, possession, or use of alcohol or controlled substance by an employee during the workday or while engaged in extra duty assignments, shall be strictly prohibited.

All employees shall be expected to abide by provisions of this policy. In addition, staff members employed through a federal project shall notify the District administrator of any criminal drug statute conviction occurring in the workplace within five days of such conviction. The District administrator shall notify the appropriate federal agency from which the federal funds were received of the conviction within 10 days.

Any employee who violates this policy shall be subject to disciplinary action in accordance with provisions of the current employee agreement, or other procedures established by the Board.

This policy shall be published annually and distributed to all employees of the District. In addition, staff development programs shall be planned which inform employees about the dangers of drug abuse in the workplace; any available drug counseling, rehabilitation and employee assistance programs; and, penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

Cross Reference: Employee Agreement, Employee Assistance Program

Legal References: Drug Free Workplace Act of 1988
34.CFR Part 85, Subpart F
(Regulations Implementing Drug-Free Workplace Act)
125.09 Alcohol Possession on School Grounds

Adoption Date: October 9, 1989

Amended Date: June 23, 2008