

## **522.1 DRUG-FREE WORKPLACE**

The district is committed to maintaining a drug-free workplace. Therefore, the following activities and conduct by employees shall be strictly prohibited:

- a. The illegal manufacture, distribution, dispensing, possession or use of controlled substances on school premises or during school-sponsored activities; and
- b. The possession, use and distribution of alcoholic beverages on school premises or during school-sponsored activities.

All employees shall be expected to abide by provisions of this policy. In addition, employees engaged in the performance of a grant received directly from the federal government shall notify the superintendent or his/her designee of any criminal drug statute conviction occurring in the workplace within the time period specified by law. The superintendent or his/her designee shall notify the appropriate federal agency of the conviction.

Any employee who violates this policy shall be subject to disciplinary action in accordance with provisions of current employee agreements or other procedures established by the Board. Employees may also be referred to law enforcement authorities for prosecution.

A copy of this policy shall be distributed to all district employees; published annually and posted in each building in the district. In addition, employees shall be informed annually about: (a) the dangers of alcohol and other drug abuse in the workplace; (b) the District's drug-free workplace policy; (c) any assistance or rehabilitation programs available in the area; and, (d) penalties that may be imposed upon employees for alcohol and other drug abuse violations occurring in the workplace.

LEGAL REF.:           Section 125.09 Wisconsin Statutes  
                          Chapter 161  
                          Drug-Free Workplace Act of 1988

CROSS REF.:           523.4, Employee Assistance Program  
                          WREA Agreement  
                          AFL-CIO Local 1075 Agreement (Lunch, Custodians and Maintenance)  
                          AFL-CIO Local 95 Agreement (Office and Professional Employees)  
                          Substitute Teachers' Agreement

APPROVED:           January 14, 2002