

REVISED POLICY - VOL. 27, NO. 1

DRUG-FREE WORKPLACE

The School Board believes that quality education is not possible in an environment affected by drugs. It will seek, therefore, to establish and maintain an educational setting which

~~[Option 1 needed only if Corporation is a recipient of Federal funds come directly from Washington from a program administered by the U.S. Department of Education or another Federal agency]~~

~~() meets the requirements in the Drug Free Workplace Act and the Drug Free Schools and Communities Act.~~

~~In compliance with the Act, the Board prohibits the manufacture, possession, use, distribution, or dispensing of any controlled substance, including and alcohol, by any member of the Corporation's professional staff at any time while on Corporation property or while involved in any Corporation-related activity or event. An employee who reports for duty or attends a Corporation-sponsored function after using a controlled substance or consuming alcohol is in violation of this prohibition. Any staff member who violates this policy shall be subject to disciplinary action in accordance with Corporation guidelines and the terms of collective bargaining agreements.~~

~~The Executive Director shall establish whatever programs and procedures are necessary to meet the Federal certification requirements but which also comply or do not interfere with collective bargaining agreements.~~

~~{End of Option 1}~~

[Option 2 (applies to most schools)]

(X) is ~~not tainted by~~ **free from** the use ~~or evidence of use~~ of any controlled substance **and alcohol**.

[End of Option 2]

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The Board shall not permit the manufacture, possession, use, distribution, or dispensing of any controlled substance, ~~including~~ and alcohol, and any drug paraphernalia, by any member of the Corporation's professional staff at any time while on Corporation property or while involved in any Corporation-related activity or event. **An employee who reports for duty or attends a Corporation-sponsored function after using a controlled substance or consuming alcohol is in violation of this prohibition.** Any staff member who violates this policy shall be subject to disciplinary action in accordance with Corporation guidelines and the terms of **any** collective bargaining agreements, **if applicable.**

The Executive Director shall establish guidelines that ensure compliance with this policy and that each staff member is given a copy of the standards regarding unlawful **manufacture**, possession, use, ~~or~~ distribution, **or dispensing** of illicit drugs and alcohol by staff and informed that compliance with this requirement is mandatory. Such guidelines shall provide for appropriate disciplinary actions, if and when needed, which comply with the terms of any negotiated agreement, **if applicable.**

41 U.S.C. 701 et seq., Drug-Free Workplace Act of 1988
~~20 U.S.C. 3224a~~ **20 U.S.C. 3224a, The Safe and Drug-Free Schools and Communities Act**
34 C.F.R. Part 86
I.C. 20-34-2-1 et seq.