

Series 400 – Employees

Policy Title: SUBSTANCE-FREE WORKPLACE

Policy Code No. 408.8

The Board of Directors expects the District and its employees to remain substance free. No employee will unlawfully manufacture, distribute, dispense, possess, use, or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance or alcoholic beverage as defined by federal or state law. "Workplace" includes District facilities, District premises or District vehicle, also includes non District property if the employee is at any school-sponsored, school-approved or school related activity, event or function, such as field trips or athletic events where students are under the control of the District or where the employee is engaged in District business.

If an employee is convicted of a violation of any criminal controlled substance offense, the employee will notify the employee's supervisor of the conviction within five days of the conviction.

The Superintendent is responsible for publication and dissemination of this policy to each employee. In addition, the Superintendent will oversee the establishment of a substance-free awareness program to educate employees about the dangers of substance abuse and notify them of available substance abuse treatment programs. It is the responsibility of the Superintendent to develop administrative regulations to implement this policy.

Date of Adoption 04/27/2009

Review Date

Revision Date

Legal Ref.: 41 U.S.C. §§ 701-707 (2004)
 42 U.S.C. §§ 12101 et seq. (2004)
 34 C.F.R. Pt. 85 (2004)
 Iowa Code §§ 123.46; 124; 279.8 (2007)

Cross Ref.: Board Policy
 408.19 Employee Conduct and Appearance