

DRUG-FREE WORKPLACE POLICY

No employee engaged in work in connection with the Chariho Regional School District shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, synthetic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or marijuana derivatives (i.e. edibles, non-combustibles, synthetic), or alcoholic beverages containing beer, wine, or distilled spirits, or any other controlled substance, as defined in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C 812) and as further defined by regulation at 21 CFR 1300.11 through 1300.15.

"Workplace" is defined to mean the site for the performance of work done in connection with the Chariho Regional School District. That includes any building or any school premises; any School-owned vehicle or any other school-approved vehicle used to transport students to an from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district."

As a condition of employment, each employee shall notify, in writing, the Superintendent of Schools of his or her conviction of any criminal drug statute for a violation occurring in the workplace as defined above. Such notification shall be provided no later than 5 (five) days after conviction.

As a condition of employment, each employee shall abide by the terms of the school district policy respecting a drug-free workplace.

An employee who violates the terms of this policy shall satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the school committee. If the employee fails to participate satisfactorily in such a program, the employee's contract shall not be renewed or his or her employment suspended or terminated, at the discretion of the school committee, in accordance with applicable federal, state and local laws and (for employees who are members of the bargaining unit) the terms of any pertinent collective bargaining agreement.

Sanctions against employees, including non-renewal, suspension and termination, shall be in accordance with prescribed school district administrative regulations and procedures, and all pertinent federal, state and local laws and the terms of said collective bargaining agreements, as appropriate.

Notification of this policy shall be posted on all employee bulletin boards and shall be provided at the time initial employment.

adopted 10/27/92, Revised and effective 8/18/15