

Drug-Free Workplace

The Bruneau-Grand View Joint School District No. 365 hereby notifies all employees that the **unlawful** manufacture, distribution, dispensing, possession, use or being under the influence of a "controlled substance" is prohibited at the "workplace" and within the "boundaries" of the Bruneau-Grand View Joint School District No. 365 property.

All employees are further notified that as a condition of employment you are required to abide by this policy.

Any employee convicted of any criminal drug statute shall be terminated. Any employee in violation of this policy occurring in the workplace shall be "subject to further action" by the school board up to and including termination.

Subject to Further Action: May include, but not limited to:

- Verbal Reprimand.
- Written Reprimand.
- Probation.
- Suspension.
- Termination.

Decisions associated with retention of an offending employee would include satisfactory participation in a drug abuse assistance or rehabilitation program approved for such proposed by a federal, state, or local health, law enforcement, or other appropriate agency.

I, _____ have read and I understand the above drug-free workplace policy of the Bruneau-Grand View Joint School District No. 365. I will abide by the terms of said policy and will notify the Bruneau-Grand View Joint School District No. 365 board of trustees if convicted of any criminal drug statute violation occurring within the workplace no later than five (5) days after such conviction. I am aware that the district will make information on drug/alcohol counseling and treatment available. Furthermore, I understand that the Bruneau-Grand View Joint School District No. 365 is not responsible for any costs incurred for treatment.

Employee

Date

Definitions to accompany Bruneau-Grand View Joint School District drug-free workplace policy.

DEFINITIONS

Drug Paraphernalia: means all equipment, products and materials of any kind which are used, intended for use, or designed for use , in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, injecting, ingesting, inhaling, or otherwise introducing into the human body a controlled substance or drug as defined in this policy.

Controlled substances: defined in 21 USC Section 812 and include, but are not limited to opiates, opium derivatives, hallucinogenic substances, including cocaine, and cannabis and synthetic equivalents of the substances contained in the plant, any material, compound, mixture or preparation with substances having a depressant effect on the central nervous system, and stimulants.

Drugs: shall include any alcohol or malt beverage, any inhalant, any controlled substance, any illegal substance, any abused substance, any look-alike or counterfeit drug, any medication not approved and registered by the school authorities and/or any substance whose use is intended to alter mood, and/or any substance which is represented and sold or distributed as a restricted or illegal drug, even if the substance is not what it is represented to be.

On any District premises or at any District sponsored activity, regardless of location: shall include, but not be limited to buildings, facilities, and grounds, District campus, school busses, District parking areas; and the location of any district sponsored activity. This includes instances in which the conduct occurs off the District premises but impacts a District related activity. This excludes a person living in homes on school property who happen to be consuming or possessing alcohol and are not present at any public school function.

Legal Reference: IC37-2739B(b)(2)
 US Code: Title 41, Section 702
 41 USC Section 702, et seq.-Drug-Free Workplace Act

Adopted: September 26, 1996
Reviewed: August 30, 2006
Revised: December 14, 2006