

Personnel - CertifiedDrug-Free Workplace-Regulation

The Board of Education working with the Superintendent will provide a drug-free workplace in accordance with the Drug-Free Workplace Act of 1989 and its implementing regulations. The Board of Education certifies that it will:

1. Notify all employees in writing that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the district's workplace and specify the actions that will be taken against employees for violation of such prohibitions including suspension or termination and referral for criminal prosecution.
2. Establish a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace; the district's policy of maintaining a drug-free workplace; any available drug counseling, rehabilitation, and employee assistance programs; and the penalty that may be imposed on employees for drug abuse violations occurring in the workplace.
3. Make it a requirement that each employee be given a copy of the statement concerning a drug-free workplace.
4. Notify the employee in the required statement that as a condition of employment the employee will abide by the terms of the statement, and will notify the district of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
5. Notify the federal agency within ten days after receiving notice from an employee or otherwise receiving notice of such conviction when said employee is funded by a federal grant.
6. Take one of the following actions within 30 days of receiving notice with respect to any employee who is so convicted: take appropriate personnel action against an employee, up to and including termination; or require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health law enforcement, or other appropriate agency.

4118.222(b)
4218.222

Personnel - Certified

Drug-Free Workplace

7. Make a good faith effort to continue to maintain a drug-free workplace through implementation of all the provisions of this policy.

Legal Reference: Drug-Free Workplace Act. 102 Stat 4305-4308

54 Fed. Reg. 4946 (1989)

Regulation
Adopted: 3/6/91
Revised: 9/16/92

BROOKFIELD PUBLIC SCHOOLS
Brookfield, Connecticut