ALCOHOL AND DRUG-FREE WORKPLACE POLICY

It is the intent of the Mont Vernon School District that work environments be free of alcohol and illegal drugs, and that employees perform their tasks safely and efficiently without being under the influence of alcohol and illegal drugs.

The Mont Vernon School Board recognizes the use of alcohol and illegal drugs or the dependency thereon as a serious health, safety, and security problem; therefore, employees are prohibited from manufacturing, transporting, distributing, dispensing, possessing, using, or being under the influence of illegal drugs as defined by state or federal statute or regulation, or alcohol, while on duty at the workplace.

"Workplace" means the site for the performance of work for the school district, including any school building or any school premises and any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities. It also includes 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.

It is also the intent of the District that employee actions, at the workplace, communicate a clear and consistent "Say No To Alcohol and Illegal Drugs" message to students.

Each employee must abide by the terms of this school district policy. Any employee who pleads "nolo contendre" to or is convicted of any alcohol or illegal drug offense resulting from workplace conduct will notify the Superintendent of Schools within five (5) days of said conviction.

The School Board reserves the right to respond to an employee who violates this policy by implementing disciplinary action, including, but not limited to, referral for prosecution, suspension, non-renewal, and/or termination, or requiring satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program approved by the Board. This policy shall not prohibit disciplinary proceedings in the event of a serious violation of a criminal drug statute occurring away from the workplace.

The Principal will maintain a list of area resources for substance abuse counseling and rehabilitation and post this list on employee bulletin boards.

ADOPTED: 9/23/93
MONT VERNON