

PERSONNEL

Drug-Free Schools, Community and Workplace

It is the policy of the Pasco School District to take reasonable steps to ensure safety in the workplace and to provide a safe, high quality learning environment for students. As a recipient of federal funds, the district is committed to maintaining a workplace and learning environment free from alcohol, marijuana, and illegal drugs.

“Workplace” means a site for the performance of work done on behalf of the Pasco School District, including the following: any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; or 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 where work on a federal grant is performed.

For these purposes, the board declares that the following behaviors are prohibited:

- A. Reporting to work under the influence of alcohol, marijuana, illegal chemical substances or opiates.
- B. Using, possessing, transmitting alcohol, marijuana, illegal chemical substances (including anabolic steroids) or opiates in any amount or in any manner on district property at any time.
- C. Using district property or the staff member’s position within the district to make or traffic alcohol, marijuana, illegal chemical substances or opiates.
- D. Using, possessing or transmitting illegal chemical substances and opiates in a manner which is detrimental to the interest of the district.

Any employee who is taking a drug or medication, whether or not prescribed by the employee’s physician, which may adversely affect that employee’s ability to perform work in a safe or productive manner is required to report such use of medication to his or her supervisor. This includes drugs which are known or advertised as possibly affecting judgment, coordination, or any of the senses, including those which may cause drowsiness or dizziness. The supervisor, in conjunction with a Human Resources administrator or designee, then will determine whether the employee can remain at work and whether any work restrictions will be necessary.

Any employee convicted of a crime attributable to the use, possession, or sale of marijuana, illegal chemical substances or opiates, including any crime involving school-age minors and the use, possession, transmittal, or sale of alcohol, marijuana, or illegal chemical substances or opiates, will be subject to disciplinary action, up to and including termination of employment.

As a condition of employment, each employee shall notify his or her supervisor of a conviction under any criminal drug statute for a violation occurring in the workplace as defined above.

Such notification shall be provided no later than five (5) days after such conviction. The district shall inform the federal government within ten (10) days of such conviction, regardless of the source of the information.

Each employee shall be notified of this policy. Any employee who violates any aspect of this policy may be subject to disciplinary action, up to and including termination of employment.

As a condition of eligibility for reinstatement to his or her position, an employee may be required to satisfactorily complete a substance abuse rehabilitation or treatment program approved by the district, at the employee's expense. Nothing in this policy shall be construed to guarantee or require reinstatement of any employee who violates this policy, nor does the school district incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.

The district is authorized to take other actions such as notification of law enforcement and other agencies regarding an employee who violates this policy.

Cross References:	Board Policy 5255 Board Policy 5257	Disciplinary Action and Discharge Employee Assistance Program
Legal References:	41 USC §§ 701-707 20 USC §§ 7101-7118 21 U.S.C. 812 21 CFR 1300.11-1300.15 RCW 69.50.435	Drug Free Workplace Action of 1988 and as amended in 1989 Safe and Drug Free Schools and Communities Act Controlled Substance Act Violations committed on school bus or in or near school grounds or school bus route stop
	Initiative. Meas. No. 502	An act relating to marijuana eff. 12/6/2012
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