GBEC

***(Also ADB)***

# DRUG-FREE WORKPLACE POLICY

The District will provide a drug-free workplace in accordance with the Drug-Freeworkplace requirements for federl contractors, 41 U.S.C. 8102, and federal grant recipients, 41 U.S.C. 8103. The school district will provide a drug-free school zone in accordance with New Hampshire’s DrugFree School zones law, RSA Chapter 193-B.In compliance with these requirements, the School District will:

1. Notify all employees, in writing, that the unlawful manufacture, distribution dispensation, possession, or use of illicit drugs and alcohol is prohibited in the District’s workplace and that any violation is subject to disciplinary action. Notification will be accomplished by distribution of this policy to all employees.
2. Provide a drug-free awareness program to inform employees about:
3. The dangers of illicit drugs in the workplace;
4. The district’s policy of maintaining a drug-free workplace;
5. Available drug and alcohol counseling, rehabilitation, and employee assistance and/or re-entry programs; and
6. The penalty/penalties that may be imposed on employees for drug and alcohol violations occurring in the workplace.
7. Notify employees that, as a condition of employment in the District, they will agree to and abide by the terms of the policy, and will notify the District of any drug statute conviction resulting from workplace conduct within five days of the conviction.
8. Establish the following as grounds for disciplinary action:
9. Working under the influence of alcohol or illegal drugs, no matter where consumed.
10. Having an unsealed container of alcohol, or consuming alcohol on School Property. (Any employee who finds any type of container of alcohol on School property should report it to the administration as soon as possible.)
11. Possessing or distributing controlled substances on School property.
12. Consuming, possessing, or distributing alcohol or illegal drugs at official\* School functions not on School Property.

## GBEC

 \*An official School function is defined as one which is authorized and conducted by the School with School officials present, in charge, and on duty, such as, but not limited to:

1. Interscholastic athletic contests
2. Field Trips
3. School dances

5. Alert the local law enforcement agency of suspected violations of the policy.

1. Take any of the following disciplinary actions (either alone or in combination) regarding an employee who is in violation of the policy.

1. Suspension
2. Termination of employment
3. Satisfactory participation in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health or law enforcement, or other appropriate agency.
4. Make a good faith effort to continue to maintain a drug-free workplace through implementation of all the provisions of this policy. In so doing, the District will conduct a periodic review of its programs to determine their effectiveness and to ensure that the disciplinary sanctions are consistently enforced and changes are implemented, if needed.

Legal References:

41 USC 8101 Et. Seq., Drug-free workplace requirements for Federal grant recipients

*RSA 193-B, Drug Free School Zones*

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