



DALE COUNTY BOARD OF EDUCATION

OFFICE OF SUPERINTENDENT
202 S HWY 123, SUITE E
OZARK, ALABAMA 36360



DRUG – FREE WORKPLACE ACT OF 1988

This form has been developed and distributed by the Dale County Board of Education in accordance with the compliance regulations of the Free Workplace Act of 1988. All employees must sign and return the "Acknowledgement" of the Board's Drug-Free Workplace Policy. Any questions concerning the policy should be addressed to the Federal Programs Director at 334-774-2355.

The following policy was adopted by the Dale County Board of Education on November 14, 1989:

Drug abuse and use at the workplace are subjects of immediate concern in our society. The problems are extremely complex and one for which there are no easy solutions. From a safety perspective, the users of drugs may impair the well-being of students, employees, the public at large, and result in damage to property. Therefore, it is the policy of this Board that the unlawful use of a controlled substance in the workplace is prohibited. Any employees violating this policy will be subject to discipline up to and including termination. The specifics of this policy are as follows:

1. The Dale County Board of Education does not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers a controlled substance to another person or sells or manufacturers a controlled substance while on the job or on Board premises will be subject to discipline up to and including termination.
2. The term "controlled substance" means any drug listed in 21 U.S.C. 812 and other federal regulations. Generally, these are drugs, which have a high potential for abuse. Such drugs include, but are not limited to, Heroin, Marijuana, Cocaine, PCP, and "Crack". They also include "legal drugs" which are not prescribed by a licensed physician.
3. Each employee is required by law to inform the Superintendent within five (5) days after he or she is convicted for violation of any federal or state criminal drug statute where such violations occurred on the Board's premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal or state court.
4. The Superintendent or his designee must notify the United States government agency with which the contract was made within ten (10) days after receiving notice from the employee or otherwise received actual notice of such a conviction.
5. If an employee is convicted of violating any criminal drug statute while on the workplace, he or she will be subject to discipline up to and including termination. Alternatively, the Board may require the employee to successfully finish a drug abuse program sponsored by an approved private or governmental institution.
6. As a condition of further employment on any federal government contract, law requires all employees to abide by the policy.

Any employee with knowledge of someone with a drug or alcohol problem is encouraged to contact an approved private or governmental agency that sponsors a substance abuse program. The Ozark Office of the Wiregrass Mental Health System (774-9112) will provide assistance in securing this information.

 THE DRUG-FREE WORKPLACE ACT OF 1988 ACKNOWLEDGEMENT

I, _____, an employee of the Dale County Board of Education, hereby certify that I have received a copy of the Board's policy regarding the maintenance of a drug-free workplace. I realize that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited on the school system's premises and violation of this policy can subject me to discipline up to and including termination. I realize that condition of employment of such federal contract I must abide by the terms of this policy and will notify the Superintendent of any criminal drug conviction for a violation occurring in the workplace not later than five (5) days after such conviction. I further realize that the federal law mandates that the employer communicate this conviction to the federal agency, and I hereby waive any and all claims that may arise for conveying this information to the federal agency.

 Signed

 Date