

PHILOSOPHY-GOALS-OBJECTIVES AND COMPREHENSIVE PLANS

COMPREHENSIVE PLANS

DRUG-FREE WORKPLACE PLAN

It is the purpose of the Board of Education by this policy to implement the provisions of the Drug-Free Workplace Act of 1988 (Public Law 100-690, 41 U.S.C. 701, et seq.), which requires federal grant recipients to provide a drug-free workplace.

The Superintendent/designee shall:

A. Distribute the following statement to all employees:

The Corona-Norco Unified School District recognizes the potential dangers of drug abuse in the workplace. Such abuse increases safety risks to employees and students where the impaired employee is responsible for supervision of students, operation or maintenance of vehicles or machinery, or other responsibilities involving the health and welfare of District students and personnel. Additional dangers of drug abuse may include a loss of efficiency to the District, and an additional burden on co-workers who must accommodate the absences of inefficiency of an impaired employee. For these reasons, the District establishes a drug-free awareness program.

You are hereby notified that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, as defined in schedules I-V of section 202 of the Controlled Substances Act (21 U.S.C. 812), is prohibited in the workplace.

You are further notified that, as a condition of your continued employment under any federal grant to the District, you will abide by the terms of this statement, and will notify the District of any criminal drug statute conviction (including a plea of nolo contendere), occurring in the workplace. Said notice shall be delivered no later than five (5) days after such conviction.

The District will take appropriate personnel action, up to and including dismissal, against any employee found to have violated the provisions of this statement.

B. Establish a drug-free awareness program to inform employees about:

1. The dangers of drug abuse in the workplace;
2. The District's policy of maintaining a drug-free workplace;

3. Drug counseling, rehabilitation, and assistance programs available to eligible employees through health and welfare benefit plans presently in effect; and
4. The penalties that may be imposed by the District on employees for drug abuse violations.

Legal Reference: Public Law 100-690

Adopted: June 6, 1989