

Board Policy Document

STAFF PERSONNEL

Series 400

Policy Title: Drug-Free Workplace

Code Number: 405.12

It is the policy of the District to maintain a drug-free workplace.

No employee engaged in work for the District shall unlawfully manufacture, distribute, dispense, possess, consume in the workplace, alcohol and/or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance as defined by federal or state law. Any employee who violates this prohibition will be subject to disciplinary action up to and including termination of employment.

"Workplace" is defined as the site for the performance of work done in the capacity as a district employee. That includes a District or a local school building or District or local school premise; a District-owned vehicle or a district-approved vehicle used to transport District personnel to and from District work-related activities; and off-District property during a District-sponsored or District-approved activity, event or function.

In order to facilitate appropriate early intervention by the District, employees shall notify their supervisor of the employee's citation under any criminal drug statute no later than five days after such citation. If an employee is convicted of a violation of a criminal drug statute or ordinance, the District will take appropriate disciplinary action against the employee, up to and including termination of employment. The District may, in addition to or as an alternative to any other disciplinary action, require the employee to participate successfully in an approved drug abuse assistance or rehabilitation program. If the District requires the employee to participate successfully in an approved drug abuse assistance or rehabilitation program and the employee fails to do so, the District will take

First Adoption: July 12, 1994

Revision Adoption: August 18, 1998/April 23, 2007

Legal Reference: Iowa Code Section 22.9; Raytheon v. Hernandez, 124 S.Ct.
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appropriate disciplinary action against the employee, up to and including termination of employment.

[Related Board Policies and Administrative Regulations: Board Policies 121 and 504.15; Administrative Regulations AR421, AR1021, and AR504.15; Sioux City Community School District Student Code K-12 Discipline, Expectations and Enforcement Guidelines and The Sioux City Community School District Extra-Curricular/Co-Curricular Code of Conduct.]

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