

POLICY FAMILY	ALL SCHOOL EMPLOYEES	302
<p data-bbox="256 262 316 294"><u>302.</u></p> <p data-bbox="219 336 357 409">Drug Free Workplace</p> <p data-bbox="175 441 397 472">Adopted 6/20/91</p>	<p data-bbox="446 289 1453 384">The Shrewsbury Public Schools are committed to maintaining a Drug Free workplace. Illegal drugs in the workplace are a danger to us all. Illegal drugs impair safety and health, promote crime, lower productivity and undermine public confidence in the schools.</p> <p data-bbox="446 415 1453 478">Therefore, in compliance with the Federal Drug Free Workplace Act of 1988, the Shrewsbury Public Schools will enforce the following regulations:</p> <ol data-bbox="446 510 1469 1371" style="list-style-type: none"> <li data-bbox="446 510 1437 604">1. All employees are prohibited from unlawfully manufacturing, distributing, dispensing, possessing, or using controlled substance or alcohol in the workplace. A list of these drugs is available from the building principals.</li> <li data-bbox="446 636 1453 888">2. Employees have a right to know the dangers of drug/alcohol abuse in the workplace and are encouraged to seek the assistance available to combat drug/alcohol problems. Shrewsbury Public Schools will establish a drug-free awareness program that will inform employees about the dangers of drug abuse in the workplace; the district's policy for maintaining a drug-free workplace; the availability of drug counseling, rehabilitation and the penalties that may be imposed upon employees for drug abuse violations (41 USC, Section 702 (a) (1) (B)). The Shrewsbury Public Schools shall guarantee privacy and confidentiality to those employees seeking and/or accepting services.</li> <li data-bbox="446 919 1429 982">3. An employee who violates this policy is subject to appropriate personnel action including termination of employment.</li> <li data-bbox="446 1014 1461 1140">4. As a condition of employment, all employees of the Shrewsbury Public Schools are required to comply with the prohibition against drugs in the workplace. The Superintendent of Schools must be notified, within 5 days, of any criminal drug statute conviction for a violation occurring within the workplace.</li> <li data-bbox="446 1171 1453 1371">5. Under Federal Law, the superintendent must notify the contracting federal agency within 10 days of receipt of notice of a criminal drug statute conviction for a violation occurring within the workplace. Within 30 days of receiving notice, the superintendent must take appropriate personnel action against the employee, up to and including termination, and/or require the employee to participate in an approved substance abuse assistance or rehabilitation program. Such programs may or may not be fully covered by health insurance benefits.</li> </ol>	