

Drug-Free Workplace

- ▶ It is the policy of the Hernando County School District (HCSD) to prohibit the possession or use of alcohol by all employees.
- ▶ This policy covers all employees

Prohibition Against Drug and/or Alcohol Abuse

Employees are prohibited from engaging in any of the following activities:

Illegal Controlled Substances

The HCSD prohibits the use, distribution, manufacture, possession, sale, cultivation, or attempt to sell illegal controlled substances at any time whether on or off duty, or on or off HCSD property. Illegal controlled substances are defined by Florida Statutes, Chapter 893, and/or 21 U.S.C. 812

Alcohol

Employees of the HCSD are prohibited from using or possessing alcohol while on duty; while on HCSD premises; while driving or riding in an HCSD vehicle; operating, repairing, or inspecting a piece of HCSB equipment; being transported in an HCSD vehicle at any time; transporting HCSD students at any time; reporting to work under the influence of alcohol; or, from otherwise using alcohol off duty in a manner which adversely affects the operations or mission of the HCSD

Testing

The Superintendent may, and, to the extent required by law, will use testing as one of the several means of enforcing its drug and alcohol policy.

Discipline for Violation of Policy

- ▶ Employees who violate the District's Alcohol and Drug Free Workplace policy, or who are directed to take a physical examination, blood, breathalyzer, urinalysis or other test allowed by law, and refuse or fail to do so when and as directed; or who, after having taken such examination and/or test are determined to have violated the policy, shall be subject to disciplinary action up to and including termination.
- ▶ Click on the link to view/download the District's Alcohol and Drug Free Workplace Policy, 1124, 3124 & 4124.