

DRUG-FREE WORKPLACE

Illegal and excessive use of drugs has become an epidemic in our nation. Any abuse and use at the workplace are subjects of immediate concern in our society. From a safety perspective, the users of drugs may impair the well-being of all employees and students, the public at large, and result in damage to public property. Drug use may also seriously impair an employee's ability to perform his/her job; therefore, it is the policy of the Sevier County Board of Education that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the workplace is prohibited. Any employee violating this policy will be subject to discipline up to and including termination. The specifics of this policy are as follows:

1. The unlawful manufacture, distribution, possession or use of a controlled substance is prohibited in or on the workplace; such manufacture, distribution, possession or use while on the job or public property will subject the violator to discipline up to and including termination;
2. The term "controlled substance" means any drug listed in federal laws and regulations; controlled substances also include "legal drugs" which are not prescribed by a licensed physician to an alleged violator;
3. Each employee is required by law to inform this Board within five (5) working days after he/she is convicted for violation of any federal or state criminal drug statute when such violation occurred on public property; a conviction means a finding of guilt or a plea of nolo contendere or an imposition of a sentence by a judge or jury in any federal or state court;
4. If an employee is convicted of violating any criminal drug statute while on the workplace, he/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 public institution;

5. As a condition of employment or continued employment on any federal government grant, the law requires all employees to abide by this policy; and

6. This policy will be posted permanently in each workplace; employees hired after its adoption will be given a copy and will be required to sign the accompanying acknowledgement as a condition of employment.

NOTE - More specific drug rules apply to personnel with commercial drivers licenses and are contained in BP212.