

GRANITE FALLS SCHOOL DISTRICT

PERSONNEL

POLICY 4045: DRUG FREE WORKPLACE

The Granite Falls School Board has an obligation to staff, students, and citizens to take reasonable steps to assure safety in the workplace and to provide safety and high quality performance for the students that the staff serves.

"Workplace" is defined to mean the site for the performance of work done, which includes work done in connection with any school related activity. That includes any school building, school premises, and school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities, off school property during any school sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district, which could also include work on a federal grant.

For these purposes, the Board declares that the following behaviors will not be tolerated:

1. Reporting to work under the influence of alcohol, illegal and/or controlled substances including marijuana (cannabis).
2. Using, possessing, transmitting alcohol, illegal and/or controlled substances including anabolic steroids and marijuana (cannabis) in any amount or in any manner on district property at any time or when involved in a school district activity on or off school district property. Any staff member convicted of a felony attributable to the use, possession, or sale of illegal and/or controlled substances including marijuana (cannabis) will be subject to disciplinary action, including immediate termination.
3. Using district property or the staff member's position within the district to make or traffic alcohol, illegal and/or controlled substances.
4. Using, possessing, transmitting alcohol, illegal and/or controlled substances including marijuana (cannabis).

Any staff member who is taking a drug or medication, whether or not prescribed by the staff member's physician, which may adversely affect that staff member's ability to perform work in a safe or productive manner is required to report such use of medication to his or her supervisor. This includes drugs that are known or advertised as possibly affecting judgment, coordination or any of the senses, including those that may cause drowsiness or dizziness. The supervisor, in conjunction with the district office, then will determine whether the staff member can remain at work and whether any work restrictions will be necessary.

As a condition of employment each employee will notify his or her supervisor of a conviction under any criminal drug statute violation occurring in the workplace as defined above. Such notification will be provided no later than five (5) days after such conviction. The district will inform the federal and state government within ten days of such conviction, regardless of the source of the information.

Each employee will be notified of the district's policy and procedures regarding employee drug activity at work. Any staff member who violates any aspect of this policy will be subject to disciplinary action, which may include immediate discharge. As a condition of eligibility for reinstatement, an employee will be required to satisfactorily complete a drug rehabilitation or treatment program approved by the Board, at the employee's expense. Nothing in this policy will be construed to guarantee reinstatement of any employee who violates this policy, nor will the school district incur any financial obligation for treatment or rehabilitation ordered as a

condition of eligibility for reinstatement. Information on counseling, rehabilitation and re-entry programs are available in the personnel office.

Other actions such as notification of law enforcement agencies, or other actions by the district, will be taken in regard to a staff member violating this policy at the district's discretion, as it deems appropriate.

Compliance with these standards of conduct is mandatory and will be enforced.

Cross Reference: Policy 4071

Legal Reference: RCW 69.50.425; 41 U.S.C. ss 8103; 21 U.S.C. s 812; 20 U.S.C. ss 7101-7119

ADOPTED: MAY 16, 1991

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