

**JOHN STARK REGIONAL SCHOOL DISTRICT**  
**DRUG FREE WORKPLACE POLICY**

The John Stark Regional School District will provide a drug-free workplace in accordance with the Drug-Free Workplace Act of 1988 and its implementing regulations. The John Stark Regional School District certifies that it will:

- Notify all employees in writing that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the district's workplace and specify the actions that will be taken against all employees for violation of such prohibitions.
- Work to establish a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace; the District's policy of maintaining a drug-free workplace; any available drug counseling, rehabilitation, and employee assistance programs; and the penalty that may be imposed on employees for drug abuse violations occurring in the workplace
- Make it a requirement that each employee whose employment is funded by a federal grant may be given a copy of the statement as required
- Notify the employee in the required statement that as a condition of employment under the grant, the employee will abide by the terms of the grant, and will notify the District of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
- Notify the federal agency within ten days after receiving notice from an employee or otherwise receiving notice of such conviction
- Take one of the following actions within 30 days of receiving notice with respect to any employee who is so convicted: take appropriate personnel action against such an employee, up to and including termination; or require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health law enforcement, or other appropriate agency.
- Make a good faith effort to continue to maintain a drug-free workplace through implementation of all the provisions of this policy.

Adopted: 6/9/1992

2<sup>nd</sup> Reading: 6/9/1992

1<sup>ST</sup> Reading: 5/26/1992