



Human Resources – Series 5000

Drug Free Workplace – 5200

It is the policy of the District that no employee engaged in work in the District shall unlawfully manufacture, distribute, dispense, possess, or use on or in the workplace, any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance.

As a condition of employment, all employees shall abide by the terms of this policy and shall notify their supervisors of their conviction under any criminal drug statute when any such violation occurs in the workplace. Employees may be suspended, discharged, non-renewed, or required to satisfactorily complete a rehabilitation program for violation of this employment condition.

The Board directs the Superintendent or designee to establish programs and procedures as mandated by and in accordance with Federal Highway Administration (FHWA) controlled substance and alcohol testing rules.

Cross Reference:

Board Policy 5300 Employee Assistance Program

Legal References:

41 USC 701-707 Drug Free Work Place Act of Subtitle D 1988 and as amended in 1989
20 USC 7101-7118 Safe Drug Free Schools and Communities Act
21 USC 812 Controlled Substance Act
RCW 69.50.435 Violations committed on school bus or in or near school grounds or school bus route stop

Adopted: 03-26-2002