

DE SOTO AREA SCHOOL DISTRICT

522.1

DRUG-FREE WORKPLACE

The District should maintain a drug-free working environment for all employees. Therefore, the unlawful manufacture, distribution, dispensing, possession, being under the influence or use of a controlled substance, or the possession, being under the influence, use or distribution of alcohol by an employee, volunteer, or anyone representing the De Soto Area Schools on school premises, in District-owned vehicles or while involved in school-sponsored activities shall be strictly prohibited. This does not apply to medication prescribed for the individual by a licensed physician, dentist or podiatrist.

All employees, volunteers or anyone representing De Soto Area Schools shall be expected to abide by provisions of this policy. In addition, employees engaged in the performance of a grant which is received directly from the federal government shall notify the District Administrator of any criminal drug statute conviction occurring in the workplace within five days of such conviction. The District Administrator shall notify the appropriate federal agency of the conviction.

Any employee, volunteer, or anyone who represents De Soto Area Schools, who violates this policy shall be subject to disciplinary action in accordance with provisions of current employee agreements or other procedures established by the Board.

This policy shall be distributed to all District employees, and be included in all District handbooks. In addition, employees shall be informed about the dangers of drug and alcohol abuse in the workplace; any available alcohol and drug counseling, rehabilitation and re-entry programs in the community; and, the penalties that may be imposed upon employees for drug or alcohol abuse policy violations.

LEGAL REF.: Section 125.09 Wisconsin Statutes
Chapter 961
Drug Free Workplace Act of 1988
34 CFR Part 85, Subpart F (Regulations Implementing
Drug Free Workplace Act)

CROSS REF.: 536.2, Professional Staff Discipline/Discharge
DEA Agreement
DSPA Agreement

APPROVED: April 14, 2008
