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DRUG-FREE WORKPLACE¹²³

The Shaker Regional School District (SRSD) shall provide a drug-free workplace.

No employee shall manufacture, distribute, dispense, possess, or use illicit drugs and alcohol in the SRSD's workplace. Any violation is subject to disciplinary action. Notification will be accomplished by distribution of this policy to all employees.

As a condition of employment in the SRSD, all employees shall agree to and abide by the terms of this policy, and will notify the SRSD of any drug statute conviction resulting from workplace conduct within five days of the conviction.

The SRSD shall take disciplinary action against any employee:

- a. Working under the influence of alcohol or illegal drugs, no matter where consumed.
- b. Having an unsealed container of alcohol or consuming alcohol on SRSD property.
- c. Possessing or distributing controlled substances on SRSD property.
- d. Consuming, possessing, or distributing alcohol or illegal drugs at an authorized function not on SRSD property. An authorized function is defined as any SRSD sponsored activity or event which is conducted by the SRSD with SRSD officials present, in charge, and on duty
- e. Misusing prescription drugs.

The Superintendent or designee:

- 1. may alert the local law enforcement agency of suspected violations of the policy;
- 2. may take disciplinary measures up to and including dismissal of an employee who is in violation of the policy.
- 3. may require satisfactory participation in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health or law enforcement, or other appropriate agency; or
- 4. shall make a good faith effort to continue to maintain a drug-free workplace through implementation of all the provisions of this policy. In so doing, the SRSD will conduct a periodic review of its programs to determine their effectiveness and to ensure that the disciplinary sanctions are consistently enforced and changes are implemented, if needed.

The Superintendent shall publish rules and procedures to implement this policy.

¹ RSA: 193-B

² 41 USC Section 701 Et. Seq., Drug-Free Workplace Requirements for Federal Grant Recipients

³ Public Law 101-126, Drug Free Schools and Communities Act Amendments of 1989