

Drug-Free Workplace

Section 1. General. East Allen County Schools is committed to providing a drug-free workplace. East Allen County Schools expects the cooperation of all employees and a similar commitment from them. No employee of East Allen County Schools shall distribute, dispense, possess, use or be under the influence of or unlawfully manufacture, distribute, dispense, possess, use or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroid or any other controlled substance as defined in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. Section 812) and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15, before, during, or after school hours at school or in any other school corporation location as defined below.

Section 2. Definition of School Corporation/Workplace. "School corporation location/workplace" means in any school building and on any school premises; in any school-owned vehicle or in any other school-approved vehicle used to transport students to and from school or school activities; off school property at 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 corporation; or during any period of time such employee is supervising students on behalf of the school corporation or otherwise engaged in school corporation business.

Section 3. Condition of Employment. As a condition of employment in any federal grant program, each employee who is engaged either directly or indirectly in performance in performance of a federal grant shall abide by the terms of this policy. Each employee shall notify his or her supervisor in writing of his or her conviction of any criminal drug statute for a violation occurring in any of the places listed above on which work on a school corporation federal grant is performed, no later than five (5) calendar days after such conviction.

Section 4. Definition of Drugs. Illicit drugs include any anabolic steroid, dangerous controlled substance as defined by State statute, or any substance that could be considered a "look-a-like" controlled substance.

Section 5. Notice to Employees Working on a Federal Contract or Grant. East Allen County Schools is committed to providing a drug-free workplace and we expect the cooperation of all employees and a similar commitment from them. Pursuant to the Drug-Free Workplace Act of 1988, the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the workplace is prohibited. Any employee who violates the above rule may be subject to discipline, up to and including termination. As a condition of employment, all employees must abide by this rule. In

addition, any employee who is convicted of a drug statute violation arising out of conduct occurring in the workplace must notify East Allen County Schools of such conviction at least five (5) days after the conviction.

Legal Reference:
41 U.S.C. 701 et seq.