DRUG AND ALCOHOL-FREE WORKPLACE AND SCHOOLS

Code **GBEC** *Issued* **12/16**

Purpose: To establish the basic structure to ensure the board's vision of a workplace and school environment free of drugs and alcohol.

The district is committed to providing a drug and alcohol-free learning environment and workplace. Drug and alcohol abuse at school or in connection with school-sponsored activities, on or off school grounds, threatens the health and safety of our students and our employees and adversely affects the educational mission of the district.

Employees

No employee will unlawfully manufacture, distribute, dispense, possess, use, or be under the influence of any drug on or in the workplace. "Drug" means any narcotic drug, depressant, stimulant or hallucinogenic drug, amphetamine, barbiturate, marijuana, counterfeit drug, imitation controlled substance, "lookalike" substance, synthetic drug or designer drug (bath salts and synthetic marijuana), or any other controlled substance as defined by the acts cited below. No employee will manufacture, distribute, dispense, possess, use, or be under the influence of alcohol on or in the workplace. Further, no employee will possess drug paraphernalia in the workplace.

"Workplace" means the site for the performance of work. That includes any school building or any school premises and any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities. It also includes off-school property during 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 district.

As a condition of employment, each employee will notify his/her supervisor of his/her conviction of any criminal drug statute for a violation occurring in the workplace as defined above. The employee must notify the supervisor no later than five days after such conviction.

As a condition of employment, each employee must abide by the terms of board policy respecting a drug and alcohol-free workplace.

An employee who violates the terms of this drug and alcohol-free workplace policy may be subject to disciplinary action including, but not limited to, nonrenewal, suspension, or termination at the discretion of the board. Such employee may be required to satisfactorily participate in a drug abuse assistance program or rehabilitation program approved by the board. However, the district is not required to offer rehabilitation in lieu of termination or other discipline to any employee who has violated this policy. The board will take such action in accordance with board policy as well as applicable state and federal law.

The board directs the administration to establish a drug and alcohol-free awareness program in the district to include information on the dangers of drug and alcohol abuse in the workplace, the board's policy on a drug and alcohol-free workplace, and any drug and alcohol counseling available to employees as well as any available rehabilitation and employee assistance programs.

Cf. JICH, ADB

Adopted 4/25/96; Revised 3/25/13, 8/26/13, 12/12/16

(see next page)

Legal references:

A. Federal Law:
   1. Controlled Substances Act, 21 U.S.C.A. Section 812 - Schedules I through V of Section 202.
   2. Drug-Free Workplace Act of 1988, 41 U.S.C.A. Section 8101, *et seq*.
   3. Safe and Drug-Free Schools and Communities Act - 20 U.S.C.A. Section 7101, *et seq*.

C. S.C. Code, 1976, as amended:
   1. Section 16-17-530 - Individuals who come to school in an intoxicated condition, or conduct themselves in a disorderly or boisterous manner, subject to misdemeanor arrest.
   2. Section 44-49-80 - Establishment of drug abuse treatment program in public schools.
   3. Section 44-53-110, *et seq*. - Narcotics and controlled substances.
   4. Section 44-107-20, *et seq*. - Drug-Free Workplace Act.
   5. Section 59-67-150 - Drinking alcoholic liquors on a school bus is prohibited.