

1 **St. Regis School District**

2
3 **PERSONNEL**

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4
5 Drug-Free Workplace

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7 All District workplaces are drug- and alcohol-free. All employees are prohibited from:

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9 Unlawfully manufacturing, dispensing, distributing, possessing, using, or being under the
10 influence of a controlled substance while on District premises or while performing work for the
11 District.

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13 Distributing, consuming, using, possessing, or being under the influence of alcohol while on
14 District premises or while performing work for the District.

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16 For purposes of this policy, a controlled substance is one that is:

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18 Not legally obtainable;
19 Being used in a manner other than as prescribed;
20 Legally obtainable but has not been legally obtained; or
21 Referenced in federal or state controlled-substance acts.

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23 As a condition of employment, each employee will:

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25 Abide by the terms of the District policy respecting a drug- and alcohol-free workplace; and

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27 Notify his or her supervisor of his or her conviction under any criminal drug statute, for a
28 violation occurring on District premises or while performing work for the District, no later than
29 five (5) days after such conviction.

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31 In order to make employees aware of dangers of drug and alcohol abuse, the District will
32 endeavor to:

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34 Provide each employee with a copy of the District drug- and alcohol-free workplace policy;

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36 Post notice of the District drug- and alcohol-free workplace policy in a place where other
37 information for employees is posted;

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39 Enlist the aid of community and state agencies with drug and alcohol informational and
40 rehabilitation programs, to provide information to District employees; and

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42 Inform employees of available drug and alcohol counseling, rehabilitation, reentry, and any
43 employee-assistance programs.

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