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| <p style="text-align: center;">CASWELL COUNTY SCHOOLS BOARD OF EDUCATION POLICY</p> | <p style="text-align: center;"><u>PERSONNEL</u> Drug-Free Workplace</p> | <p style="text-align: center;">735</p> |
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It is the policy of the Caswell County Board of Public Education that a drug-free workplace shall be maintained. The Board prohibits the unlawful manufacture, distribution, dispensing, possession, or use of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroids, alcohol, counterfeit substances or any other controlled substance as defined in schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C.812) and further defined by regulation at 21 CFR 1300.11 through 1300.15. No employee shall be impaired by the excessive use of prescription or nonprescription drugs.

This policy shall govern each employee before, during or after school hours, while on property owned or leased by the Board, at any time during which the individual employee is acting in the course and scope of his employment with the Board, and at any other time that the employee's violation of this policy has a direct and adverse effect upon the performance of his job.

It is a condition of both direct and indirect employment on any federal grant that each individual shall comply with this policy and shall notify his Supervisor in writing of his conviction of any criminal drug statute for a violation occurring in the circumstances set out in paragraph two of this policy. Notification shall be made no later than five (5) calendar days after such conviction.

Violation of this policy shall subject an individual to personnel action by the Board which could result in nonrenewal or termination of employment with the Caswell County Public Schools, or the requirement that the employee participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by the Board, a Federal, State, or local health, law enforcement, or other appropriate agency. Information concerning available counseling, rehabilitation, and re-entry programs shall be provided to employees.

The proper use of a drug authorized by valid medical prescription from a legally authorized health care provider shall not be considered a violation of this policy when the drug is taken by the person for whom the drug was prescribed.

Each employee, including those engaged either directly or indirectly on a federal grant, shall have available a copy of this policy.