

Hardeman County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Drug-Free Workplace	Descriptor Code: 1.804	Issued Date: 03/11/10
		Rescinds: 1.804	Issued: 09/21/00

1 No employee shall unlawfully manufacture, distribute, dispense, possess or use on or in the work place
2 or be under the influence of alcohol or any narcotic drug, hallucinogenic drug, amphetamines, mari-
3 juana or any other controlled substance, as defined in federal law, except as prescribed by a physician.¹
4 “Workplace” shall include any school building or any school premise; any school-owned or any other
5 school-approved vehicle used to transport students to and from school or school activities; and off-school
6 property during any school-sponsored or school-approved activity, event or function.

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8 Any employee who violates the terms of this policy shall be suspended and shall be subject to dismissal
9 and referral for prosecution.²

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11 The director of schools shall be responsible for providing a copy of this policy to all school system
12 employees.²

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35 Legal Reference:
36 1. Subtitle D Drug Free Workplace Act of 1988
37 2. 34 CFR § 86.201

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35 Cross Reference:
36 Drug and Alcohol Testing, Employees 5.403
37 Drug and Alcohol Use, Students 6.307

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