

# Hardeman County Board of Education

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

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.<sup>1</sup>  
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.<sup>2</sup>

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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.<sup>2</sup>

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Legal Reference:

- 1. Subtitle D Drug Free Workplace Act of 1988
- 2. 34 CFR § 86.201

Cross Reference:

- Drug and Alcohol Testing, Employees 5.403
- Drug and Alcohol Use, Students 6.307