

# Lakeland 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>02/10/14</b>
		Rescinds:	Issued:

1 No employee shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace  
2 alcohol or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other con-  
3 trolled substance, as defined in federal law.<sup>1</sup> Nor shall any employee be under the influence of any of the  
4 aforementioned substances while in the workplace. "Workplace" shall include any school building or any  
5 school premise; any school-owned or any other school-approved vehicle used to transport students to and  
6 from school or school activities; and off-school property during any school-sponsored or school-approved  
7 activity, event or function.

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9 As a condition of employment, each employee shall notify his/her supervisor of his/her conviction on any  
10 criminal drug statute for violation occurring in the workplace as defined above no later than five (5) days  
11 after conviction.

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

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16 The superintendent shall be responsible for making a copy of this policy available to all school system  
17 employees.

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Legal Reference:

1. Subtitle D Drug Free Workplace Act of 1988