

Rutherford County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Drug-Free Workplace	Descriptor Code: 1.804	Issued Date: 01/15/09
		Rescinds: 3-36/4-19	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
3 controlled substance, as defined in federal law.¹ “Workplace” shall include any school building or any
4 school premise; any school-owned or any other school-approved vehicle used to transport students to
5 and from school or school activities; and off-school property during any school-sponsored or school-
6 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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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-Free Schools 6.307