



As a condition of employment, all employees will abide by the terms of this policy and are required to notify the district of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days following such convictions.

The Superintendent shall notify all appropriate federal granting agencies of any criminal drug conviction of an employee for a violation occurring in the workplace within ten (10) days after receiving notice of such conviction from the employee or otherwise receiving actual notice of such conviction.

The district shall be responsible for taking appropriate personnel action against such employee, up to and including dismissal and referral for prosecution, within thirty (30) days of receiving such notice.

In establishing a drug-free awareness program, the district shall inform employees about: the dangers of drug abuse in the workplace; the district's policy of maintaining a drug-free workplace; the availability of drug counseling; rehabilitation programs, and the like; and, the penalties that may be imposed on employees for drug abuse violations occurring in the workplace.

The district shall make a good faith effort to continue to maintain a drug-free workplace through the implementation of this policy.