

PROCEDURE 418 – DRUG-FREE WORKPLACE

I. DEFINITIONS

- A. "Alcohol" includes any alcoholic beverage, malt beverage, fortified wine, or other intoxicating liquor.
- B. "Controlled substances" include narcotic drugs, hallucinogenic drugs, amphetamines, barbiturates, marijuana, anabolic steroids, or any other controlled substance as defined in Schedules I through V of the Controlled Substances Act, 21 U.S.C. § 812, including analogues drugs.
- C. "Toxic substances" includes glue, cement, aerosol paint, or other substances used or possessed with the intent of inducing intoxication or excitement of the central nervous system.
- D. "Use" includes to sell, buy, manufacture, distribute, dispense, possess, use, or be under the influence of alcohol and/or controlled substances, whether or not for the purposes of receiving remuneration or consideration.
- E. "Possess" means to have on one's person, in one's effects, or in an area subject to one's control.
- F. "School location" includes any school building or on any school premises; in any school-owned vehicle, or in any other school-approved vehicle used to transport students to and from school or school activities; off school property at any school-sponsored or school-approved activity, event, or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district; or during any period of time such employee is supervising students on behalf of the school district or otherwise engaged in school district business.

II. VIOLATION

- A. Employees will notify their Supervisor in writing within five days of being convicted of a criminal drug statute violation occurring on a school location. An employee who violates this policy may be required to satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the school district. If the employee fails to participate satisfactorily in such program, the employee may be non-renewed or employment may be suspended or terminated. Disciplinary action against employees in violation of this policy will be in accordance with Policy 403, Discipline, Suspension and Dismissal of School District Employees and any applicable collective bargaining agreements.
- B.

III. NOTICE OF POLICY

The school district will provide each newly hired employee and each employee assigned to work on any federal grant with written notice of Policy 418 Drug-Free Workplace and will be required to sign an acknowledgement of receipt of Policy 418.

Revised: 01/16/2018
Procedure 418 Dated: 2/2/99
(formerly Policy 4154 & 4254)
Policy Adopted: 9/18/98

Legal References:

Drug-Free Workplace Act of 1988
P.L. 101-226

Notification Statement

School Board
INDEPENDENT SCHOOL DISTRICT 279
Maple Grove, Minnesota

- NOTIFICATION & ACKNOWLEDGMENT-

DRUG-FREE WORKPLACE POLICY

According to the National Institute on Drug Abuse, drug use can have a wide range of short- and long-term, direct and indirect effects. These effects often depend on the specific drug or drugs used, how they are taken, how much is taken, the person's health, and other factors. Short-term effects can range from changes in appetite, wakefulness, heart rate, blood pressure, and/or mood to heart attack, stroke, psychosis, overdose, and even death. These health effects may occur after just one use. Longer-term effects can include heart or lung disease, cancer, mental illness, HIV/AIDS, hepatitis, and others. Long-term drug use can also lead to addiction.

Drug use can also have indirect effects on both the people who are taking drugs and on those around them. This can include affecting a person's nutrition; sleep; decision-making and impulsivity; and risk for trauma, violence, injury, and harm to in utero children. Broader negative outcomes may be seen in education, employment, housing, relationships, and criminal justice involvement.

Consistent with the requirements of federal law (Drug Free Workplace Act, 41 U.S.C. § 8102), Osseo Area Schools' policy (Policy 418) prohibits use and possession of controlled substances at any school location. Any employee who violates this policy may be subject to discipline, up to and including termination.

Employees who require support or assistance in connection with drug or alcohol abuse may contact the Employee Assistance Program (EAP) ((888)-293-6948), a confidential intake line for covered employees or they may contact the school district human resources department for further resources.

_____ I have received a copy of the Drug-Free Workplace/Drug-Free School Policy of Independent School District No. 279, Osseo, Minnesota.

Dated: _____

Signature of Employee/Applicant

Typed or Printed Name