

**PARK COUNTY SCHOOL DISTRICT #6  
BOARD OF EDUCATION POLICY**

**CODE: GBEC**

**DRUG FREE WORKPLACE**

The district, prohibits the unlawful possession, use or distribution of illicit drugs or alcohol by students and employees on school premises or as part of any of its activities; and provides sanctions consistent with local, state and federal law, up to and including expulsion for students and termination of employees who violate this policy.

The district has adopted programs which include age-appropriate, developmentally based drug and alcohol education and prevention program (which address the legal, social and health consequences of drug and alcohol use and which provide information about effective techniques for resisting peer pressure to use illicit drugs or alcohol) for students in all grades of the schools operated by the district from early childhood level through Grade 12.

All parents, students and employees shall be given notice of the standards of conduct and statement of sanctions required by this policy. Such notification shall advise the parents, students and employees that compliance with the standards of conduct is mandatory.

A periodic review of the district's program shall be made to determine program effectiveness and to implement changes to the program needed to insure that the required sanctions are consistently enforced.

The sanctions, which shall include possible expulsion of student or employee termination as well as referral for prosecution, shall include the following:

- (1) Any administrator becoming aware of facts which reveal that there is reasonable cause to believe that a student or employee has violated the district's policy may implement any of the following actions:
  - A Employees who violate the drug free workplace policy may be referred to drug and counseling programs, drug rehabilitation programs or employee assistance programs or may be suspended or terminated from employment with the district. As further condition of employment and continuing employment in the district, each employee will abide by the terms, requirements and prohibitions set forth in this policy and shall notify the superintendent, in writing, of any criminal, drug or alcohol statute conviction for a violation occurring in the work place or while attending or participating in any school activity, not later than five (5) days after the conviction.
  - A-1 The district shall endeavor to notify the federal agency involved in any grant to the district involving the employee within ten (10) days after receiving notice from an employee or otherwise receiving actual notice of such conviction.
  - A-2 The district shall, within thirty (30) days after receiving notice of a conviction occurring in the work place or while at a school activity, of any criminal, drug or alcohol statute, take appropriate personal action against the employee up to and including termination of employment.
  - A-3 Unless the employee is terminated, the employee shall be required to participate satisfactorily in a drug abuse or alcohol assistance or rehabilitation program approved for such purpose by federal, state, or local health, law enforcement or other appropriate agency at their own expense.
  - B. With respect to students: Students who violate the drug free workplace policy, may, at their expense, be referred to drug counseling programs, drug rehabilitation programs, or be suspended or expelled; provided.
- (2) Employees and students of the district are hereby notified that the unlawful possession, use or distribution of any illicit drugs or alcohol by students or employees on school premises or as a part of the district's activities is prohibited.

For purposes of the policy, "work place" is defined as the site for the performance of work done, including a school building or other school premises, any school owned vehicle or any other school approved vehicle used to transport students to and from school or school activities, or off school

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property during 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.  
Legal Ref.: P.L. 100-690

Adopted: 5/21/91