

## **G-12 DRUG-FREE WORKPLACE**

It is the policy of the Board that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the workplace is prohibited. Employees shall not possess, use, transfer, sell, deliver, nor be “under the influence” of narcotics, drugs, alcohol, controlled substances or use chemical substances which can affect psychological functioning of the employee. Employees shall not possess paraphernalia specific to the use of chemical substances. This policy shall apply on Opelika City School properties, in school buildings, in school busses or during any school sponsored extra-curricular activities.

### Drug Testing

Reporting for duty or working with drugs present in the body or while affected by alcohol will be handled as a disciplinary matter. Testing may be required under the following circumstances:

- When an employee is involved in certain accidents or incidents.
- When there is reasonable cause or suspicion that an employee has violated the drug-free workplace policy.
- Random testing

A positive test result or a refusal to submit to testing may be grounds for termination. No employee will be requested to submit a drug or alcohol screening test unless a specific authorization for such test has been granted by the Superintendent of Education or his designee. The Board intends to utilize the most accurate and reliable testing method available.

All information concerning medical examinations, drug or alcohol testing results, or rehabilitation and treatment of an individual employee will be treated as confidential information.

Employees violating this policy will be subject to disciplinary action by school officials, including termination of employment, and may be subject to legal action by local, state and federal officers.

Employees may be required to submit to drug or alcohol testing on a random basis. Selection of employees for random testing shall be conducted through a neutral selection process.

**The specifics of this policy are as follows:**

- The Opelika City Schools does not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers a controlled substance to another person or sells or manufactures a controlled substances while on the job or on the school system premises will be subject to disciplinary action, including termination of employment.
- The term “controlled substance” means any drug listed in 21 U.S.C. Section 812 and other federal regulations. Generally these are drugs that have a high potential for abuse. Such drugs include, but are not limited to: heroin, marijuana, cocaine (including crack) and PCP. They also include “legal drugs” which are not prescribed by a licensed physician.
- Each employee is required by the Drug-Free Workplace Act of 1988 to inform the Superintendent within five (5) days after he/she is convicted for a violation of any federal or state criminal drug statute. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal or state court.
- If an employee is convicted of violating any criminal drug statute while in the workplace, he/she will be subject to disciplinary action, including termination of employment. Alternatively, the school system may require the employee to successfully complete a drug abuse program sponsored by an approved private or governmental institution.

**ADOPTED: May 11, 2004**

**Revised: June 22, 2010**

**LEGAL REF: Code of Alabama 16-1-24.1; 21 U. S. C. Section 812, Drug-Free**

**Workplace Act of 1988**