

NOTICE

DRUG AND ALCOHOL FREE WORKPLACE

The Rapid City Area School District will provide an alcohol and drug-free workplace. This policy is intended to comply with all applicable Federal regulations governing workplace drug and alcohol abuse and misuse.

Prohibited Use of Alcohol: The consumption or misuse of beverages containing alcohol, ethyl alcohol, or other molecular weight alcohol, including methyl or isopropyl alcohol, is prohibited. No employee shall be under the influence of alcohol while engaged in school activities, while on school property, or while in school district vehicles. The use, possession, sale or transfer of alcoholic beverages on school property, in school district vehicles or while engaged in a school activity is strictly forbidden.

All employees are hereby notified that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace. Employees may be required to submit to a drug/alcohol test if suspected of using or being under the influence of a drug or alcohol.

All employees must abide by the terms of this notice, and all policies relating to the maintenance of a Drug and Alcohol Free Workplace.

Employees must notify the school district of any criminal drug or alcohol statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

Consistent with due process procedures the school district will impose disciplinary sanctions against any employee who violates Drug and Alcohol Free Workplace policies. Such sanctions may include the following: Termination referral for prosecution or required satisfactory participation in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health, law enforcement or other appropriate agency.

Adopted 06/27/16

Cross Reference:
GBEC – Drug and Alcohol Free Workplace