

POLICY: GBCBA
Approved: May 21, 2007
Revised: March 19, 2012

DRUG-FREE WORKPLACE

The School District of Hartford is committed to maintaining a drug-free workplace. Therefore, the following activities and conduct by employees shall be strictly prohibited:

1. The illegal manufacture, distribution, dispensing, selling, possession or use of controlled substances on school premises or during school-sponsored activities;
2. The possession, use or distribution of alcoholic beverages on school premises or during school-sponsored activities; and
3. Being under the influence of alcohol or drugs while on duty, while on school premises or during school-sponsored activities.

All employees shall be expected to abide by provisions of this policy. Any employee who violates this policy shall be subject to disciplinary action in accordance with provisions of current employee agreements or other established procedures. Employees may also be referred to law enforcement authorities for prosecution.

A copy of this policy shall be distributed to all employees of the District annually and posted in each building in the District.

This policy does not prohibit the use of prescription drugs in a manner of use consistent with the direction of the prescribing physician and provided that such use does not impair the employee's ability and/or judgment to perform his or her duties.

LEGAL REFERENCE: Wisconsin Statutes Section 125.09

CROSS REFERENCE: Policy GBCBA-R – Guidelines for Alcohol and/or Other Drug Use for Employees