

FOSTER-GLOCESTER SCHOOL DISTRICT
Glocester, RI

MAINTAINING A DRUG FREE ENVIRONMENT

PURPOSE:

The purpose of this policy is to establish expectations, procedures, and consequences essential to the establishment and maintenance of drug-free and alcohol-free environment for the students and employees of the District.

PHILOSOPHY:

This policy is established in keeping with the guidelines and expectations of the Drug-Free Workplace Act of 1988 which requires federal government grant recipients to maintain a drug-free workplace.

POLICY STATEMENT:

The Foster-Glocester Regional School District maintains a drug and alcohol-free workplace. Employees are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession or use of alcohol or a controlled substance in the School Department's workplace. Violation of this policy will result in an appropriate disciplinary action.

As a condition of employment, employees will:

1. Abide by the terms of this policy; and
2. Each employee shall notify the School Department of his/her criminal drug statute violation occurring in the workplace no later than five days after a conviction of said violation.
 - A. The unlawful manufacture, distribution, dispensation, possession, or use of alcohol or a controlled substance is prohibited in the employee's workplace. That any employees in violation of such prohibition shall be subject to a disciplinary action by the Foster-Glocester Regional School Committee as stated in paragraph E.
 - B. The Foster-Glocester Regional School Committee, through its Superintendent, will establish a drug-free awareness program to inform the employees about:

POLICY STATEMENT (Continued)

1. The dangers of drug and alcohol abuse in the workplace.
 2. The School Committee's policy of maintaining a drug-free workplace.
 3. Any available drug counseling, rehabilitation, and employees' assistance programs.
 4. The penalties that may be imposed upon employees for drug violations.
- C. Each employee shall be given a copy of the policy.
- D. All current and new employees shall be notified that, as a condition of either future or further employment, the employee will:
1. Abide by the terms of paragraph A.
 2. Notify the employer of his/her criminal drug statute conviction for a violation occurring within the workplace no later than five (5) days after such conviction.
- E. The employer shall
1. within thirty (30) days after receiving notice from an employee of a conviction of any criminal drug statute for a violation occurring within the workplace; or
 2. upon notice that the employee is in violation occurring within the workplace; or,
 3. upon notice that the employee is in violation of paragraph A,
- take the following action:
- a. The School Committee shall take appropriate personnel action against such employee up to and including termination, or
 - b. Require such employee to satisfactorily participate 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.

POLICY STATEMENT (Continued)

F. It shall be the policy of the Foster-Glocester Regional School Committee to make a good faith effort to continue to maintain a drug and alcohol-free workplace through the implementation of this policy.

The following is a list of agencies in the Rhode Island area that will provide information, counseling and rehabilitation to any of our employees who are in need of service or treatment for alcohol or substance abuse:

MHS (Mental Health Services of Cranston,
Johnston and Northwestern RI)
C-CAP (Comprehensive Community Action Program)
Tri-Town Community Action Agency
Vocational Rehabilitation - Providence
Butler Hospital - East Providence

DEFINITIONS

(1) The term "drug-free workplace" means a site for the performance of work done in connection with a specific grant or contract described in the Drug-Free Workplace Act of 1988.

(2) The term "employee" means the employee of a grantee or contractor directly engaged in the performance of work pursuant to the provisions of the grant or contract described in the Drug-Free Workplace Act of 1988.

(3) The term "controlled substance" means a controlled substance in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812).

(4) The term "conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the Federal or State criminal drug statutes.

(5) The term "criminal drug statute" means a criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance.

(6) The term "grantee" means the department, division, or other unit of a person responsible for the performance under grant.

(7) The term "contractor" means the department, division, or

DEFINITIONS (Continued)

other unit of a person responsible for the performance under the contract.

(8) The term "Federal agency" means an agency as that term is defined in section 552(f) of title 5, United States Code.

First Reading:	August 21, 1990
Second Reading:	September 4, 1990
Adopted:	September 4, 1990
Revised:	September 7, 1993
Revised:	April 13, 1998