

## **1427 - WORK PLACE SAFETY; DRUG-FREE WORKPLACE**

All employees of the District are responsible for maintaining a safe work environment and participating in investigations as necessary. Reasonable action will be taken to ensure that persons involved in an investigation, or in providing information during an investigation, do not suffer any form of retaliation because of their good faith participation.

### Discipline/Corrective Steps

Employees who violate this policy may be subject to discipline up to and including discharge.

### Protective Orders

Employees who have obtained a protective order from a court should supply a copy of the order to the Superintendent. Other parties may also be informed when deemed necessary for the safety of the School District personnel. The District is not responsible for enforcing protective orders issued by a court.

### Drug-Free Workplace

The Board believes that quality education is not possible in an environment affected by drugs. It will seek, therefore, to establish and maintain an educational setting which is not tainted by the use or evidence of use of any controlled substance (including, without limitation, marijuana).

The Board shall not permit the manufacture, possession, use, distribution, or dispensing of any controlled substance, alcohol, marijuana, and/or any drug paraphernalia, by any employee of the District at any time while on District property or while involved in any District-related activity or event. Additionally, no District employee shall be under the influence of any controlled substance, marijuana or alcohol while on District property or while involved in any District-related activity or event. Any employee who violates this policy shall be subject to disciplinary action in accordance with District guidelines and the terms of collective bargaining agreements.

The Superintendent shall establish guidelines that ensure compliance with this policy and that each staff member is given a copy of the standards regarding unlawful possession, use, or distribution of illicit drugs and alcohol by staff and informed that compliance with this requirement is mandatory. Such guidelines shall provide for appropriate disciplinary actions, if and when needed, which comply with the terms of any negotiated agreement.