

Policy Information

Series 5000 - Personnel

Drug-Free Workplace

Policy # 5161, 1.6.1

POLICY

1995

5161

Personnel

SUBJECT: DRUG-FREE WORKPLACE

The Federal Drug-Free Workplace Act of 1988 requires any organization which receives a grant of at least \$25,000 from any federal agency to certify that it will provide a drug-free workplace.

The Board, recognizing that students are often influenced by teachers and other members of a school's staff, impress upon staff members the importance of maintaining a high level of professionalism appropriate to their position, which, in turn, shall set a positive example for students. The Genesee Valley BOCES is committed to providing a safe work environment and to fostering the well being and health of its employee. That commitment is jeopardized when the Genesee Valley BOCES employee illegally uses drugs or alcohol on the job, comes to work with these substance in his or her body, or possesses, distributes, or sells drugs in the workplace. Therefore, the Board has established the following policy:

1. It is a violation of this policy for any employee to possess, sell, trade, or offer for sale illegal drugs or otherwise engage in the illegal use of drugs or alcohol on the job.
2. It is a violation of this policy for anyone to work under the influence of illegal drugs or alcohol - that is, with illegal drugs or alcohol in his/her body.
3. It is a violation of this policy for anyone to use prescription drugs illegally. (However, noting in this policy precludes the appropriate use of legally prescribed medication.)
4. Violations of this policy are subject to disciplinary action up to and including terminations.

The goal of this policy is to balance our respect for individuals with the need to maintain a safe, productive, and drug-free environment. The intent of this policy is to offer a helping hand to those who need it, while sending a clear message that the illegal drug use and alcohol abuse are incompatible with employment at Genesee Valley BOCES. The Genesee Valley BOCES offers an Employee Assistance Program benefit for employees and their family members. Through the EAP, the BOCES will provide confidential assessment and referral as well as information about any drug and alcohol counseling and/or rehabilitation programs and re-entry programs. Information will also include the range of penalties, (consistent with local, state and federal law), up to and including termination of employment and referral for prosecution that will be imposed on employees who have transgressed the terms of this policy.

As a condition of employment, employees must abide by the terms of this policy, and must notify the Board in writing of any conviction or a violation of criminal drug statute occurring in the workplace no later than five calendar days after such conviction.

Adoption Date: 1/1/1900
5000 - Personnel
