

~~DRUG-FREE SCHOOL/WORKPLACE  
AND PREVENTION PROGRAM~~

~~FILE: GBCC/GBP~~

~~It is the policy of the Transylvania County Board of Education that a drug free workplace shall be maintained.~~

~~The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance on any property owned by the Board and at any time in which an individual employee is acting in the course and scope of his/her employment with the Board is prohibited.~~

~~Responsible use of legal drugs, prescriptive and over the counter, is expected of employees.~~

~~Action on the part of an employee to seek help for an alcohol/drug problem shall be viewed as responsible. The administration shall give moral support and shall work with the individual who has enrolled in a rehabilitation or cessation program. All costs associated with an employee's compliance with this policy shall be borne by the employee.~~

~~Employees will be given information about any drug and alcohol counseling, rehabilitation and re-entry programs that are available.~~

~~Verification of sick leave or personal illness may be required according to policy GCBD.~~

~~Violation of this policy shall subject an individual to disciplinary action by the Board which could result in termination of employment.~~

~~Upon adoption of this policy and/or upon initial employment, employees will be given a copy of this policy and its sanctions.~~

~~Any employee who is arrested for a work or non-work related drug or alcohol related violation shall report this fact, in writing, to the Assistant Superintendent within five (5) calendar days after such arrest.~~

~~Effective January 1, 1995, Transylvania County Schools will comply with the regulations found in Title 49, the Code of Federal Regulations, Part 382, entitled "Controlled Substances & Alcohol Use and Testing," and Part 49, entitled "Procedures for Transportation Workplace Drug Testing Programs." Procedures and implications are outlined in Policy GBCC/GBP R.~~

~~Employees will be notified that compliance with the standards set forth in this policy is mandatory.~~

~~Ref: Federal Register, Volume 55, No. 79  
Title 49, Code of Federal Regulations~~

~~APPROVED BY BOARD~~  
~~AND EFFECTIVE 5/21/90~~  
~~REVISED 9/17/90~~  
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~~REVISED 11/21/94~~

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