



Section: *Classified Employees*

Title: *Drug Free Workplace*

Adopted: *8.17.95*

Revised:

551 *Drug Free Workplace*

School entities receiving federal grants directly from a federal agency are required to comply with the Federal Drug Free Workplace Act of 1988 (P.L. 100-690). This Act requires recipients of Federal Grants, including the Colonial School District to take specific steps, including the adoption of an anti-drug policy, to insure a drug free workplace. This policy is being adopted to comply with said Act.

The Federal Drug Free Workplace Act of 1988 (P.L. 100-690) and Pennsylvania Act 191 of 1988 provide the authority for this policy.

It is School District Policy that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in the workplace is prohibited, and any employee charged with violating such policy shall be immediately suspended pending completion of an investigation into such charges. Should the investigation reveal a breach of the policy, the employee will be subject to immediate dismissal.

Employees who are convicted of criminal drug violations, including the manufacturing, distribution, dispensing, use or possession of any controlled substance, must notify the School District within five days of such conviction, and the School District must notify the Federal Government within ten (10) days of receipt of notice of such conviction.

Employees are reminded that under Act 191 of the 1988 Session of the Pennsylvania Legislature, any employee of a School District who is convicted of delivery of a controlled substance or convicted of possession of a controlled substance with intent to deliver as prohibited by the Act of April 14, 1972, (P.L. 233, No. 64), known as "The Controlled Substance Drug Device and Cosmetic Act," shall be terminated from his or her employment with the School District. The obligation of the District to terminate employment under this Act is mandatory and the Act supplies whether

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or not the conviction results from conduct that occurred on School District property or elsewhere.

The Superintendent of Schools is charged with making sure each employee receives a copy of this policy statement.

The Superintendent is directed to adopt administrative regulations and to include the development of a drug free awareness program, which will include the obligation to inform employees of the availability of drug counseling and rehabilitation.

Copies of this policy will be provided to each new employee at the time of their employment.

Section: Non-Professional and Professional Personnel

Title: Drug Free Workplace

Adopted: 8.17.95

Revised: