

PERSONNEL, PROFESSIONAL

DRUG-FREE WORKPLACE

The North Reading School Committee shall provide a drug-free workplace in accordance with Section 5145 of the Federal Drug-Free Schools and Communities Act Amendments of 1989 (P.L. 101-226) and shall certify that it will:

1. Notify all employees in writing that the unlawful manufacture, possession, use, distribution, dispensing, or being under the influence of any alcoholic beverage or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, any other controlled substance (*as defined in Mass. General Laws, Chapter 94C*) or intoxicant of any kind on school grounds at any time or off the school grounds at any school activity, function or event is prohibited. Use of a drug authorized by a medical prescription from a registered physician shall not be considered a violation of the regulation.
2. Impose sanctions, up to and including suspension or termination of employment and/or referral for prosecution, on all employees who violate this policy.
3. Establish a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace; the School Committee's policy of maintaining a drug-free workplace; and available drug counseling, rehabilitation, and employee assistance programs; and the penalty that may be imposed on employees for drug abuse violations occurring in the workplace.
4. Make it a requirement that each employee whose employment is funded by a federal grant be given a copy of the statement as required.
5. Notify the employee in the required statement that as a condition of employment under the grant, the employee will abide by the terms of the statement, and will notify the district of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
6. Notify the federal agency within ten days after receiving notice from an employee or otherwise receiving notice of such conviction.
7. Take one of the following actions within 30 days of receiving notice with respect to any employee, up to and including termination; or require such employee to participate satisfactorily 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.
8. Make a good faith effort to continue to maintain a drug-free workplace through implementation of all provisions of this policy.

First Reading July 1, 1990

Approved August, 1990

Revised November 24, 1998

Approved December 7, 1998

Reviewed November 13, 2012

Reviewed April 27, 2016