



	<p style="text-align: center;"><b>437. DRUG AND SUBSTANCE ABUSE</b></p> <p>The school shall take appropriate personnel action against such an employee, up to and including termination and/or require the employee to participate satisfactorily in a drug abuse or alcohol assistance or rehabilitation program approved for such purposes by a federal, state or local health, law enforcement or other appropriate agency.</p> <p>In establishing a drug and alcohol free awareness program, the Administrative Director shall inform employees about:</p> <ul style="list-style-type: none"> <li>• The dangers of drug and alcohol abuse in the workplace;</li> <li>• The district's policy of maintaining a Substance Free workplace;</li> <li>• The availability of drug counseling, drug rehabilitation and employee assistance programs available; and</li> <li>• The penalties that may be imposed upon employees for drug or alcohol abuse violations occurring in the workplace. (See Policy #414)</li> </ul> <p>The school shall make a good faith effort to continue a drug and alcohol free workplace through the implementation of this policy.</p>	
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