



**529. DRUG AND SUBSTANCE ABUSE**

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.

In establishing a drug and alcohol free awareness program, the Administrative Director shall inform employees about:

- The dangers of drug and alcohol abuse in the workplace;
- The district's policy of maintaining a Substance Free workplace;
- The availability of drug counseling, drug rehabilitation and employee assistance programs available; and
- The penalties that may be imposed upon employees for drug or alcohol abuse violations occurring in the workplace. (See Policy #510)

The school shall make a good faith effort to continue a drug and alcohol free workplace through the implementation of this policy.

*Refer to Policy 334 for "Drug and Substance Abuse Summary"*