

SCHOOL DISTRICT OF MAYVILLE

522.1

DRUG-FREE WORKPLACE

The School District of Mayville believes employees have the right to work in an environment that is free from the non-medical use of alcohol, drugs or mood-altering substances. Therefore, the following conduct is prohibited by employees on school property, in any District-owned or contracted vehicle or at any school-sponsored event:

- (1) the use, possession, transfer, sale or intent to sell drugs, alcohol or drug paraphernalia;
- (2) the manufacturing of drugs or alcohol; and
- (3) having illegal drugs, chemicals or alcohol in a person's system.

Employees who are found to have violated this policy shall be subject to appropriate disciplinary action up to and including termination of their employment. When an employee is in violation of this policy, the supervisor shall refer the employee to the District's Employee Assistance Program (EAP) directed by St. Agnes Hospital. No person may substitute the referral to an EAP for a verbal or written warning, a suspension or a recommendation for termination.

The District shall, on a regular basis, conduct inservice programs for all staff members dealing with the legal, social and health consequences of illegal drug and alcohol use.

The Board shall conduct regular reviews of this policy and its drug and alcohol programs as they affect both students and staff to: (a) determine the effectiveness of the programs and implement changes to the programs if they are needed, and (b) ensure that the required sanctions are consistently enforced.

LEGAL REF.: Sections 125.09 Wisconsin Statutes
 Chapter 161

CROSS REF.: 523.11, Bus Driver Alcohol and Drug Testing Employee
 Assistance Program

APPROVED: January 7, 1991
ADOPTED: February 7, 1991
REVIEWED:
REVISED: March 18, 1996

Signatures of School Board Members: _____
