

DRUG/ALCOHOL/TOBACCO-FREE WORKPLACE PROGRAM

The district prohibits the manufacturing, distribution, dispensation, possession, or use of a controlled substance by a district employee, as defined by SI-V of 202 of Controlled Substance Act (21 USC 812) or W.S. 35-7-1011 through 1022 and amendments thereof or any other applicable state or federal law.

The district prohibits sniffing, smelling, or inhaling the fumes from any substance that is not manufactured for human inhalation for the purpose of altering his/her mental state by any district employee, on or in any school district property or at any school-sponsored event.

The district prohibits the possession, use, consumption, or being under the influence of alcohol by any district employee, on or in any school district property or at any school-sponsored event.

The district prohibits the possession or use of any tobacco product, nicotine, e-cigarettes, vaping devices or tobacco look-alike devices, by any district employee on or in any school district property or at any school-sponsored event.

As a condition of employment in the district, each employee will abide by the terms, requirements and prohibitions set forth in this policy and shall notify the district of any criminal drug or alcohol statute conviction for a violation occurring in the workplace, or in any way connected with the workplace, no later than five days after the conviction.

Employees who violate this policy may be required as a condition of employment to participate satisfactorily in a drug or alcohol counseling program, drug or alcohol rehabilitation program, or employee assistance program and/or may be suspended, dismissed, or terminated from employment with the district.

Any employee who is allowed to return to duty either under this policy, or any other School District policy, after engaging in conduct prohibited by this policy (i.e. following the abuse and/or untimely use of alcohol and/or controlled substances or drugs) shall undergo either a return-to-duty alcohol test, with a result indicating an alcohol concentration of no greater than 0.00%; and/or shall undergo a return-to-duty controlled substances test, at the employee's expense with a result indicating a verified negative result for illegal drugs controlled substance use.

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Within 30 days of receiving a notice of a conviction for a drug or alcohol statute violation occurring in the workplace, or in any way connected with the workplace, the District will take appropriate action concerning the employee. If the employee is involved in any activity funded by a federal grant, the District will endeavor to notify the federal agency involved within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of such conviction.

For purposes of this policy, "workplace" is defined as the site for the performance of work done, including a school building or other school premises, any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities, or off school property during any school-sponsored or school-approved activity, event or function such as a field trip or athletic event where students are under the supervision of the school district.

The District will provide a drug and alcohol-free awareness program.

References

21 U.S.C. 812
Wyo. Stat. Ann. 35-7-1001 through 1022
41 U.S.C. §§ 701 and 702;
Schedules I through V of Section 202 of the Controlled Substances Act (Section 21 U.S.C. Section 812) and implementing regulations.

See also policies:

JICG/JICH - Student Alcohol/Tobacco/Drug Abuse by Students
KFA - DRUG/ALCOHOL/TOBACCO-FREE SCHOOL PROPERTY

First Reading: 11-14-22
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