

## **DRUG-FREE WORKPLACE**

**POLICY #9019**

The Star School District recognizes its responsibility to maintain a drug-free workplace. In recognition of that responsibility and in order to be in compliance with the Drug-Free Workplace Act of 1988, no employee engaged in work shall unlawfully manufacture, distribute, dispense, possess or use on or in any building, premises, assigned work location or vehicle any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance.

As a condition of employment, each employee shall abide by the terms of this policy respecting a drug-free workplace. An employee who violates the terms of this policy may be suspended, discharged, or nonrenewed in accordance with the provisions of board policy and state law. An employee may be required to satisfactorily complete a drug rehabilitation or treatment program approved by the Board at the employee's expense. Nothing in this policy shall be construed to guarantee reinstatement of any employee who violates this policy, nor does the Star School District incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.