

**WINNER SCHOOL DISTRICT 59-2
OFFICIAL SCHOOL BOARD POLICY**



DRUG-FREE WORKPLACE

Student and employee safety is the primary concern of the Winner Board of Education. Employees under the influence of alcohol, drugs, or controlled substances are a serious risk to themselves, to students, and to other employees. Therefore, the Winner Board of Education will NOT tolerate the unlawful manufacture, use, possession, sale, distribution, or being under the influence of drugs, alcohol, or controlled substances.

Any employee who violates this policy will be subject to disciplinary action, which may include dismissal, and referral for prosecution. Each employee of the district is, therefore, notified that as a condition of employment, the employee must abide by the terms of this policy and will report to the Supt. any criminal alcohol and/or other drug statute convictions for any alcohol and/or drug violation. Such notification must be made by the employee, to the Superintendent, within five (5) days of conviction.

Within thirty (30) days after receipt of information concerning an alleged or proven violation(s) of this policy, the district will take appropriate disciplinary action, which could include termination of employment, requiring an employee to participate in alcohol and/or other drug abuse assistance/rehabilitation programs, and possible referral for prosecution.

The Winner Board of Education recognizes that employees who have an alcohol and/or other drug use/abuse problem should be encouraged to seek professional assistance. An employee who requests professional assistance shall be provided a listing of treatment facilities or agencies to assist him/her in their choice of a service provider. The Winner School District will assume NO financial responsibility for an employee who has an alcohol and/or drug use/abuse problem.

When an employee has consumed alcoholic and/or illegal drugs off school property and/or before a school activity, the employee will NOT be allowed on school property/to participate in a school activity. Employees who violate this regulation will be subject to the same disciplinary sanctions as mentioned above.

The Winner Board of Education hereby commits itself to an ongoing good faith effort to maintain a drug-free environment. A copy of this policy will be provided all employees; and, a biennial review of this policy will be made to determine the policy's effectiveness and to implement any needed revisions.