MARATHON CITY SCHOOL DISTRICT

522.1

DRUG-FREE WORKPLACE

The Marathon City School District prohibits the unlawful manufacture, distribution, dispensing, possession or use of controlled substances or alcohol in any school building, on school premises, in any school-owned vehicle or other vehicle used to transport students to and from school or school activities or off school property during any school-sponsored or approved activity, event or function where students are under the jurisdiction of the district. The Marathon City School District is committed to a program to prevent the abuse of alcohol and the illegal use of controlled substances and/or alcohol by employees.

All Marathon City School District employees must, as a condition of employment, abide by the terms of this policy as well as all other school district policies. In addition, employees engaged in the performance of a grant received directly from the federal government shall notify the District Administrator of any criminal drug statute conviction occurring in the workplace within five days of such conviction. The District Administrator shall notify the appropriate federal agency of the conviction.

Appropriate action shall be taken within 30 days of notice of a criminal drug statute conviction occurring in the workplace or violation of the Board's policy of a drug-free workplace, in accordance with district disciplinary policies and practices and federal and state law. Any violations of this policy shall result in disciplinary action including, but not limited to, termination of employment and referral for prosecution. Employees also may be required to complete, at their own expense, an appropriate substance abuse, assistance or rehabilitation program.

A copy of this policy with a statement of legal sanctions and information about available alcohol and other drug abuse counseling and rehabilitation programs shall be distributed to all employees annually.

LEGAL REF.: Drug-Free Workplace Act of 1988
34 CFR Part 85, Subpart F (Regulations Implementing Drug-Free Workplace Act)
Section 125.09 Wisconsin Statutes
Chapter 961

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