



## **USD 507 Drug Free Schools**

The Board of Education of Satanta USD 507 believes that maintaining a drug and alcohol free workplace is important in establishing an appropriate learning environment for the students of the District. The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the District. As a condition of employment in the District, employees shall abide by the terms of this policy. Employees shall not unlawfully manufacture, distribute, dispense, possess or use controlled substances or alcohol in the workplace. Any employee who is convicted under a criminal drug or alcohol statute for violation occurring at the workplace must notify the superintendent of the conviction within five (5) days after the conviction. Within thirty (30) days after the notice of conviction is received, the school district will take the appropriate action with the employee. Such action may include the initiation of termination proceedings, suspension, placement on probationary status, or other disciplinary termination. The employee may be required to participate satisfactorily in an approved drug or alcohol abuse assistance or rehabilitation program as a condition of continued employment. The employee shall bear the cost of participation in such a program.