Alcohol and Drug Free Workplace

Policy #522.1

The Dodgeland School District is committed to maintaining an alcohol and drug free workplace. Therefore, the following activities and conduct by employees shall be strictly prohibited on school premises, during school sponsored activities or when performing school district business:

- The illegal manufacture, distribution, dispensing, possession or use of controlled substances;
- The possession, use and distribution of alcohol; and
- Being under the influence of alcohol or controlled substances.

All employees shall be expected to abide by the provisions of this policy. 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 the time period specified by law. The District Administrator shall notify the appropriate federal agency of the conviction.

Any employee who violates this policy shall be subject to disciplinary action in accordance with Board policies and established procedures. Employees shall be required to undergo alcohol and drug testing when there is reasonable suspicion that the employee is under the influence of alcohol or drugs in violation of this policy. Employees may also be referred to law enforcement authorities for criminal prosecution.

A copy of this policy shall be distributed to all employees of the District; published annually and posted in each building in the District. In addition, employees shall be informed annually about: (a) the dangers of alcohol and other drug abuse in the workplace; (b) the District's alcohol and drug free workplace policy; (c) available counseling and treatment resources in the community; and, (d) penalties that may be imposed upon employees for alcohol and other drug violations occurring in the workplace.

The Board shall provide for review of this policy and any implementing procedures in order to: (1) determine effectiveness and implement changes if necessary, and (2) ensure that enforcement is consistent throughout the District.

LEGAL REF.: Sections 111.35 Wisconsin Statutes
120.13(1)(a)
121.02(1)(i)
125.09
Chapter 961
Drug-Free Workplace Act of 1988

CROSS REF.: 443.4, Student Alcohol and Controlled Substance Use
522, Staff Conduct
523.11, Employee Alcohol and Drug Testing
536.2, Discipline, Discharge and Non-Renewal (Professional Staff)
549, Discipline and Discharge (Support Staff)
Employee Handbook

Approved: December 2, 1996
Revised (Lathrop & Clark): July 25, 2011
Revised (WASB): February 27, 2012