

Wissahickon School
District
Ambler, Pennsylvania 19002

SECTION: BUSINESS
(3000)
TITLE: **DRUG-FREE
WORKPLACE**

FIRST READING: January 22, 1990
SECOND READING: February 26,
1990
ADOPTED: February 26,
1990
REVISED:

The Board believes in providing and maintaining a drug-free working environment for its employees.

In this regard, the Board will comply with the provisions of the Drug-Free Workplace Act of 1988. Unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance at the workplace is strictly prohibited. Under the provisions of the Drug-Free Workplace Act, any employee who is convicted of a criminal drug violation in the workplace must notify the employer within five days, and the employer must notify the applicable federal granting agency within ten days after receiving notice of such conviction. Within 30 days after receiving such notice from an employee, the district will take appropriate action against such employee, up to and including termination, or require such employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health law enforcement, or other appropriate agency.

Consistent with Pennsylvania Act 191 of 1988, any employee who is convicted of delivery of a controlled substance or possession of a controlled substance with the intent to deliver is to be terminated from his/her employment.

The 24-hour Employee Assistance Service and Education program (215-687-EASE) is provided to employees who might require assistance in this area. An on-going program of drug-free awareness will be conducted for district employees.

The Board authorizes the Superintendent or the Superintendent's designee to establish appropriate guidelines and procedures to implement this policy.