

**EMPLOYEE DRUG AND ALCOHOL OFFENSES**

Adopted: September 24, 1990

Revised: October 23, 2017

Reviewed: November 9, 2020

**I. PURPOSE**

The ROCORI School Board has a strong commitment to the health, safety, and welfare of its employees and students.

**II. GENERAL STATEMENT OF POLICY**

It is the policy of the ROCORI School District to provide a safe, drug-free workplace by eliminating the hazards created by alcohol and other drug abuse. It is also the School Board's intent to ensure that employees report to work in condition to perform their duties safely and efficiently.

This policy, for employees, is consistent with the expectations outlined in District-wide policies 418 Drug-Free Workplace/Drug-Free School and 417 Chemical Use and Abuse.

**III. GUIDELINES**

No employee shall distribute, dispense, possess, use, or be legally under the influence of any alcoholic or malt beverage or other intoxicant before, during, or after school hours in any school district location or when responsible for supervision of students on behalf of the school district.

No employee shall manufacture, distribute, dispense, possess, use, or be under the influence of any illegal drug, the possession or use of which is unlawful pursuant to federal, state, and local laws and regulations.

**V. IMPLEMENTATION AND MONITORING**

Any employee who violates the terms of this policy is subject to disciplinary action, including but not limited to nonrenewal, suspension, termination or discharge in accordance with Policies 7-10 and 7-11, statutory authority, collective bargaining agreements, and school district policies.

Source: Ind. School District No. 750