

PERSONNEL

Drug-Free Schools, Community, and Workplace

1. On or before October 1st of each school year the District will publish a statement notifying all employees of the District's good faith effort to maintain Central Kitsap School District as a Drug-Free Workplace. This statement will inform employees:
 - a. That employees may not distribute, dispense, possess, use, or be under the influence of any alcoholic beverage or to unlawfully distribute, dispense, possess, use, or be under the influence of any controlled substance on school premises or when the employee is supervising students on behalf of the school District.
 - b. Of the availability of the District Employee Assistance Program to provide drug counseling.
 - c. That the Human Resources Office must be informed of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
 - d. That appropriate discipline against violators, ranging from oral reprimand to termination of employment and referral for prosecution, will be taken by the District in the event of a violation.
 - e. That the health risks of the abuse of alcohol and illicit drugs include death; damage to organs including brain, heart, lungs, liver and stomach; cancer; severe mental, emotional and neurological disorders; infections from injections (AIDS); and addiction.
2. All new employees and any current employee who will be engaged in performance of any federal grant activity must comply with and receive a copy of this policy.

Approved: April 24, 1989
Revised: October 24, 1990
Revised: October 13, 1993
Revised: May 23, 2001
Reviewed: August 16, 2017