

**SERIES 500
PERSONNEL**

522.1

DRUG-FREE WORKPLACE

Students and employees have the right to attend school and work in an environment that is free from the use of alcohol and the non-medical use of controlled substances. These substances interfere with the learning environment of students and the performance of students and employees.

The following actions are prohibited by employees in or on school property, in any district-owned or contracted vehicle, at school-sponsored activities or in the workplace:

- A. The use, possession, dispensing, distribution, manufacture, transfer, sale or possession with the intent to sell controlled substances, alcohol or drug paraphernalia (as defined by local, state and federal law and regulations); and
- B. Being under the influence of alcohol or controlled substances.

All employees shall be expected to abide by 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 five days of such conviction. The District Administrator shall notify the appropriate federal agency of the conviction.

Employees shall be informed of the established standards of conduct and possible sanctions related to violations of this policy. Employees who violate this policy may be subject to disciplinary procedures.

Legal References: Section 125.02 Wisconsin Statutes
 Chapter 961
 Drug-Free Workplace Act of 1988
 34 CFR Part 85, Subpart F

Cross Reference: Marshall Public Schools Employee Handbook

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