

BOARD POLICY

Prohibition of Drugs and/or Alcohol in the Workplace

It is the policy of the District Governing Board to implement the provisions of the Drug-Free Workplace Act of 1988 (Public Law 100-690, 41 U.S.C. 701 et. seq.) which requires federal grant recipients to provide a drug-free workplace and the Drug-Free Schools and Communities Act of 1986 (20 U.S.C. 3171 et. seq.) which requires federal grant recipients to implement a program to prevent the use of illicit drugs and alcohol by employees and students of the district.

The Garden Grove Unified School District recognizes the potential dangers of drug and alcohol abuse in the workplace. Such abuse increases safety risks to employees and students and impairs the safe operation or maintenance of vehicles and machinery and compromises the supervision of students as well as other responsibilities involving the health and welfare of district employees and students.

It is, therefore, a violation of Garden Grove Unified School District policy for any employee or student to distribute, dispense, possess, use, or be under the influence of any alcohol beverage, malt beverage, fortified wine, or other intoxicating liquor or to unlawfully manufacture, distribute, dispense, possess, or use or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroid, or any other controlled substance, as defined in Schedules I through V of Section 202 of the Controlled Substances Act and further defined by regulations 21 C.R.F., 1300.11 through 1300.15, before, during, or after school hours at school or in any other school district location as defined in the district's administrative regulations.

Any employee engaged directly or indirectly in work on a federal grant must notify the district in writing of any conviction of a criminal drug statute (including a plea of nolo contendere) no later than five (5) calendar days after the conviction if that violation occurred at a school district location as defined by administrative regulations.

Compliance with the standards of conduct of this policy is mandatory. Any employee who violates the terms of this policy will face disciplinary action, including the possible termination of employment. Any student who violates the terms of this policy will face disciplinary action, including the possible expulsion from school attendance. In its discretion, the Board reserves the right to refer the violations to appropriate authorities for criminal prosecution.

Necessary administrative regulations to implement this policy shall be issued by the superintendent or designated representative.

Ref: Drug-Free Workplace Act of 1988, Public Law 100-690 (41 U.S.C. 701 et. seq.)
Drug-Free Schools and Communities Act of 1986 (20 U.S.C. 3171 et. seq.)

Adopted: October 2, 1990

Reviewed: July 1, 2000