

# Walla Walla Public Schools

## BOARD POLICY

Policy No. 5201

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### DRUG-FREE SCHOOLS, COMMUNITY, AND WORKPLACE

The board has an obligation to staff, students and citizens to take reasonable steps to assure safety in the workplace and to provide safety and high quality performance for the students that the staff serves.

For purposes of this policy, the "workplace" is defined to mean the site for the performance of work done, which includes work done in connection with a federal grant. The "workplace" includes any district building or any district property; any district-owned vehicle or any other district-approved vehicle used to transport students to and from school or school activities; and off district property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the district which could also include work on a federal grant.

#### **Prohibited Behavior**

To help maintain a drug-free school, community, and workplace, the following behaviors will not be tolerated in the workplace:

- A. Reporting to work under the influence of alcohol or, illegal and/or controlled substances including marijuana (cannabis), opiates and anabolic steroids.
- B. Using, possessing or, transmitting alcohol or, illegal and/or controlled substances, including marijuana (cannabis), opiates and anabolic steroids, in any amount, in any manner, and at any time. Except that, staff may consume alcohol that is legally served at non-district activities, events, or functions at Borleske Stadium.
- C. Using district property or the staff member's position within the district to make or traffic alcohol or, illegal and/or controlled substances, including marijuana (cannabis), opiates and anabolic steroids.

Any staff member convicted of a crime attributable to the use, possession, or sale of illegal and/or controlled substances, including marijuana (cannabis), opiates and anabolic steroids, will be subject to disciplinary action, including termination.

#### **Notification Requirements**

Any staff member who is taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with the safe performance of his/her job. If the use of a medication could compromise the safety of the staff member, other staff members, students or the public, it is the staff member's responsibility to use appropriate personnel procedures (e.g., use leave, request change of duty, or notify his/her supervisor of potential side effects) to avoid unsafe workplace practices. If a staff member notifies his/her supervisor that the use of medication could compromise the safe performance of his/her job, the supervisor, in conjunction with the district human resources, then will determine whether the staff member can remain at work and whether any work restrictions will be necessary.

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As a condition of employment, each employee shall notify his or her supervisor of a conviction under any criminal drug statute violation occurring in the workplace. Such notification shall be provided no later than five days after such conviction. The district will inform the federal granting agency within ten days of such conviction, regardless of the source of the information.

### **Disciplinary Action**

Each employee shall be notified of the district's policy and procedures regarding employee drug activity at work. Any staff member who violates any aspect of this policy will be subject to disciplinary action, which may include termination. As a condition of eligibility for reinstatement, an employee may be required to satisfactorily complete a drug rehabilitation or treatment program approved by the district, at the employee's expense. Nothing in this policy shall be construed to guarantee reinstatement of any employee who violates this policy, nor does the school district incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.

The district may notify law enforcement agencies regarding a staff member's violation of this policy at the district's discretion or take other actions as the district deems appropriate.

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### Cross References:

Board Policy 4215      Use of Tobacco, Nicotine Products and Delivery Devices  
Board Policy 5280      Termination of Employment

### Legal References:

RCW 69.50.435              Violations committed in or on certain public places or facilities  
  
41 USC 8103                  Drug Free Workplace Requirements for Federal Grant Recipients  
20 USC §§ 7101-7118        Safe and Drug-Free Schools and Communities Act  
21 U.S.C. 812                Controlled Substance Act  
21 CFR 1300.11-1300.15

**Adopted by the Board: July 16, 2002**

**Revised: August 18, 2009**

**Revised: April 17, 2018**