

PERSONNEL	G
DRUG-FREE WORKPLACE	GBCC
	Page 1 of 1

Drug-Free Workplace

The Town of Lincoln School Committee will provide a drug-free workplace in accordance with the Drug-Free Workplace Act of 1988 and its implementing regulations. In support of this accord, the committee will:

- a. Notify all employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited on school premises or at any school-sponsored activity. Appropriate action will be taken against employees for violation of such prohibitions.
- b. Notify employees that as a condition of employment, all employees agree to abide by the requirements of the Drug-Free Workplace Act of 1988, and will notify the Superintendent of Schools of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such a conviction.
- c. Notify the relevant federal agency within ten (10) days after receiving notice from an employee or otherwise receiving notice of such conviction.
- d. Take one of the following actions within thirty (30) days after receiving notice with respect to any employee who is so convicted: take appropriate personnel action against such an employee, up to and including termination of employment and referral for prosecution or require such employee to participate, to the satisfaction of the Superintendent of Schools or his/her designee, in a drug abuse assistance or rehabilitation program approved for such purpose by a federal, state or local health law enforcement or other appropriate agency.
- e. Make a good-faith effort to continue to maintain a drug-free workplace through implementation of the provisions of this policy.

Amended Policy Adopted: May 18, 1992

TOWN OF LINCOLN SCHOOL COMMITTEE, Lincoln, Rhode Island