

Williamson County Board of Education



Adopted Date:

5/20/02
Editorial 6/6/14; Rev.
10/26/15

5.403

**DRUG-FREE WORKPLACE
AND REPORTING OBLIGATIONS**

- 1 1. No employee shall unlawfully manufacture, distribute, dispense, possess or use any
2 narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol, or any
3 other controlled substance, as defined in federal law
4
- 5 2. As a condition of employment, each employee shall notify his/her supervisor of his/her
6 conviction of any criminal drug statute no later than five (5) days after conviction.
7
- 8 3. Any employee who violates the terms of this policy shall be suspended and shall be subject
9 to dismissal.
10
- 11 4. Employees who are required to drive any school-owned or school-leased vehicle during the
12 performance of their duties are prohibited from using, possessing, distributing, dispensing,
13 manufacturing, or having controlled substances, abused prescription drugs or any other
14 mind altering or intoxicating substances present in their system while at work or on duty.
15 Any employee who violates this provision of the policy shall be discharged.
16
17
- 18 5. Employees who are required to drive any school-owned or school-leased vehicle during the
19 performance of their duties shall be tested for specific substances in the following instances:
20 pre-employment; reasonable cause situations; randomly; post-accident; and recertification.
21 Any employee who fails to report an accident or submit to substance screening where
22 required by law or this policy shall be discharged.
23
24
- 25 6. All other employees will be drug tested for "reasonable suspicion" at a standard set by
26 Williamson County Schools. Reasonable suspicion is a belief based on objective factors
27 either physical, behavioral, or work performance related that are sufficient to lead a
28 reasonable and prudent supervisor to suspect that an employee is using a prohibited drug,
29 alcohol, or substance.
30
- 31 7. The Superintendent of Schools shall be responsible for providing a copy of this policy to all
32 school system employees.
33
34
- 35 8. If discipline results from this policy it will follow the same procedure as with all other
36 discipline established by policy.
37
38
39
40
41
42
43

Legal References:

44 P.L. 100-690, Title V, Subtitle D
45 Section 202 of the Controlled Substance Act (21 U.S.C. 812); 21 CFR 1300.11 through 1300.15
46 49 CFR Part 40 (marijuana, cocaine, opiates, amphetamines and phencyclidine [PCP])
47
48
49
50