

DRUG-FREE WORKPLACE

No employee shall unlawfully manufacture, distribute, dispense, possess, use, or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol, or any other controlled substance either on or in the workplace.

"Workplace" includes any Nevada Outdoor School building or any Nevada Outdoor School premises; any Nevada Outdoor School-owned vehicle or any other Nevada Outdoor School-approved vehicle used to transport volunteers and staff to and from Nevada Outdoor School or Project sites and activities; off Nevada Outdoor School property during any Nevada Outdoor School-sponsored or Nevada Outdoor School-approved activity, event or function, such as a volunteer events or Education Program Events, where volunteers and staff are under the liability of Nevada Outdoor School.

As a condition of employment, each employee shall notify his or her supervisor of his or her conviction under any criminal drug statute for a violation occurring in the workplace as defined above. Such notification shall be provided no later than five days after such conviction.

As a condition of employment each employee shall abide by the terms of Nevada Outdoor School's policy respecting a drug-free workplace. Disciplinary sanctions up to and including termination of employment and referral for prosecution will be imposed on employees who violate the Standard of conduct as set forth in this policy. Compliance with these standards is mandatory.

An employee who violates the terms of this policy may be suspended, discharged, or not renewed in accordance with the provisions of board policy, state law, and/or any applicable collective bargaining agreements.

As a condition of eligibility for reinstatement, an employee may be required to satisfactorily complete a drug rehabilitation or treatment program approved by the board, at the employee's expense. Information about drug and alcohol counseling, rehabilitation, and re-entry programs are available to employees through the office of Human Resources of the district. Nothing in this policy shall be construed to guarantee reinstatement of any employee who violates this policy, nor does Nevada Outdoor School incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.

PRINTED NAME _____

SIGNATURE _____

DATE _____