

EMPLOYEE USE OR ABUSE OF DRUGS AND ALCOHOL

The Londonderry School District wishes to provide a drug-free work atmosphere for its employees and therefore prohibits the use or abuse of all drugs and alcohol in the workplace.

Prohibitions and Standards

No employee shall unlawfully possess, use, distribute, or be under the influence of alcohol in the workplace.

1. On property or premises owned by the Londonderry School District.
2. Attending school district sponsored or supervised activities.
3. In any school district owned or leased vehicle.
4. Engaged in (or going to or from) school district activities.
5. At any employee workplace or station.

Exceptions

1. This policy is not intended to prevent possession of a controlled substance obtained from a physician through a prescription.
2. Alcohol use permitted by the Londonderry School Board at designed social events.

Sanctions

If any employee violates the term of this policy (or) is convicted of violating a criminal drug statute:

1. Appropriate personnel action will be taken against that employee which may range from a written reprimand to termination and/or referral for prosecution.
2. The district may require that such employee satisfactorily participate in a drug abuse assistance or rehabilitation program. Any employee undergoing such treatment shall be removed from his/her position until he/she has successfully completed the treatment program.

The school district shall provide to those individuals currently employed (and all other employees upon employment) a copy of this policy.

LONDONDERRY SCHOOL BOARD

Adopted: June 4, 1991