

Wilson County Board of Education

Policy Description: Drug Free Workplace	Policy Number: 1.804	Amended Date: 06/04/07
	Rescinds: 600.14	Reviewed: 06/10 Issued: 08/96

1 No employee shall unlawfully manufacture, distribute, dispense, possess, or use on or in the workplace alcohol
2 or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled
3 substance, as defined in federal law.¹ "Workplace" shall include any school building or any school property; any
4 school owned or any other school approved vehicle used to transport students to and from school or school
5 activities; and off school property during any school sponsored or school approved activity, event, or function.

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7 Any employee who violates the terms of this policy shall be suspended and shall be subject to dismissal and
8 referral for prosecution.²

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10 The Director of Schools shall be responsible for providing a copy of this policy to all school system employees.

11
12 Wilson County Schools is committed to providing a safe work environment and to fostering the well being and
13 health of its employees and students. The commitment is jeopardized when any Wilson County Schools
14 employee illegally uses drugs on or off the job; comes to work under the influence; possesses, distributes, or
15 sells drugs in the workplace; or abuses alcohol on the job. Therefore, Wilson County Schools has established
16 the following policy pursuant to Tennessee Code Annotated Section 50-9-100 et. Seq.:

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18 1. It is a violation of Wilson County Schools policy for any employee to use, possess, sell, trade, offer for
19 sale, or offer to buy illegal drugs or otherwise engage in the illegal use of drugs on or off the job.
20 2. It is a violation of Wilson County Schools policy for any employee to report to work under the influence
21 of or while possessing in his/her body, blood, or urine illegal drugs in any detectable amount.
22 3. It is a violation of Wilson County Schools policy for any employee to report to work under the influence
23 or impaired by alcohol or to engage in the use of alcohol during work hours.
24 4. It is a violation of Wilson County Schools policy for any employee to use prescription drugs illegally, i.e.,
25 to use prescription drugs that have not been legally obtained or in a manner or for a purpose other than
26 as prescribed. *Note: This policy in no way precludes the appropriate use of legally prescribed*
27 *medications.*
28 5. Violations of this policy are subject to disciplinary action up to and including termination.
29 6. As a condition of employment, employees must abide by the terms of this policy and must notify Wilson
30 County Schools in writing of any conviction of a violation of a criminal drug statute occurring in the
31 workplace no later than five (5) calendar days after such conviction.

¹ Subtitle D Drug Free Workplace Act of 1988

² 34 CFR § 86.201