

**BOARD OF TRUSTEES
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 225
PROGRAM**

**DRUG AND ALCOHOL FREE WORKPLACE
PROGRAM STATEMENT AND POLICY**

This policy statement is provided to employees, volunteers and job applicants (who have been offered employment conditioned upon successfully passing a drug/alcohol test) as notice of the District's Drug and Alcohol Free Workplace Program and Policy.

The intent of this policy is to enhance the safety and security of the children and staff served by the District and promote an alcohol and drug-free workplace. Carson City School District requires the following types of tests: Job applicant testing (pre-employment testing), Pre-service testing of volunteers (may be required); Reasonable-suspension testing; Post-accident reasonable-suspension testing (following an on-the-job vehicular or other accident); and Follow-up testing. The features of each type of drug testing are detailed in Administrative Regulation 225.

The manufacture, distribution, sale, purchase, consumption, dispensing, possession or use of alcohol or any controlled substance, (as defined by local, state, or federal law and including prescription drugs not legally obtained or not being used in the manner, combination, quantity or by the person for whom the prescription is issued) is prohibited as follows: a) while on District premises; b) while conducting District business; c) while operating any District vehicles, machinery, or equipment; or d) while participating in any school or District activity, trip or program.

No employee or volunteer shall report for duty, remain on duty, operate any District vehicle, machinery or equipment or participate in a school or District activity, trip or program while under the influence of or impaired by, alcohol or any controlled substance.

No employee or volunteer involved in an on-the-job accident shall use alcohol or non-prescription drug until the earlier of; a) eight (8) hours following the accident or b) undergoing a post-accident alcohol/drug test.

Adopted: February 12, 2008