

PERSONNEL

File: GBEA-R

UNLAWFUL MANUFACTURE, DISTRIBUTION, DISPENSING, POSSESSION OR USE OF A CONTROLLED SUBSTANCE

The Charlottesville City School Board is committed to maintaining a Drug Free Workplace.

Prohibited Conduct

1. Unlawfully manufacturing, distributing, dispensing, or possessing a controlled substance on school property, at any school activity, or on any school-sponsored trip is prohibited.
2. It is a condition of employment that each employee of the Charlottesville City School Board will not engage in such prohibited conduct.
3. Employees will notify the Charlottesville City School Board of any criminal drug conviction for a violation occurring on school property, at any school activity or on any school-sponsored trip no later than 5 days after such conviction.

Discipline

1. The Superintendent and School Board will take appropriate personnel action up to and including dismissal of any employee found to have engaged in prohibited conduct listed above.
2. Such personnel action will include the imposition of a sanction on, or the requiring of the satisfactory participation in a drug abuse assistance or rehabilitation program by any employee who is convicted of a violation occurring on school property, at any school activity, or on any school-sponsored trip..

Distribution of Policy

All employees shall be given a copy of this [Policy GBEA](#) in the employee handbook.

Drug-Free Awareness Program

1. The Charlottesville City School Board shall establish a drug-free awareness program to inform its employees about the dangers of drug abuse in the workplace, the Board's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for violations of laws and policies regarding drug abuse.
2. Information regarding the Employee Assistance Program (EAP) will be provided as a part of the orientation for new employees.

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Legal Reference: 41 U.S.C. § 702.
Code of Virginia, 1950, as amended, § 22.1-78

Cross Reference: GCPD Professional Staff Members: Contract Status and Discipline
GDPD Support Staff Members: Contract Status and Discipline
GDQ School Bus Drivers