File: GBEA

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

Employees may not unlawfully manufacture, distribute, dispense, possess or use a controlled substance on school property, at any school activity, or on any school-sponsored trip is prohibited. It is a condition of employment that each employee of the Charlottesville city School Board will not engage in such prohibited conduct and 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

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 on school property, at any school activity or on any school-sponsored trip. 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.

Drug-Free Awareness Program

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.

Adopted: February 19, 1998
Revised: March 20, 2008
Revised: June 16, 2011
Reviewed: June 27, 2016

Legal Reference: 41 U.S.C. § 702.

Code of Virginia, 1950, as amended, §§ 22.1-78, 22.1-279.3:1.

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

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